

Managed Recruitment Campaign: Advertising & Selection

ARV Solutions have developed a highly effective advertising and selection service that delivers the highest quality candidates through advanced attraction strategies and recruitment processes with realistic costs. This service is most suited to senior roles and urgent key technical and sales roles.

We have achieved 100% success rates on retained campaigns in the last three years and intend to maintain this.

Managed Strategy

Your vacancy will be managed throughout the recruitment process, to an agreed project plan by a highly experienced specified Account Manager.



Just as no single newspaper or job board can guarantee to find the best candidate, nor can a single recruitment method. We implement a broad “blend” of recruitment methods including traditional advertising and networking as well as the latest online advertising and social networking strategies.

Full Understanding

We will meet to gain an in depth discussion with you and any involved personnel to establish:

- + A strong understanding of the organisation and its culture
- + A thorough job description and person specification
- + Key selling points to gain interest from suitable candidates

Strategic Advertising

We use a strategy of advertising across a selection most relevant to the vacancy: from top 10 major job sites, proven specialist niche and executive job sites, as well as our own high ranking recruitment sites.

Advertising either anonymously or client branded

Search engines (Google, Bing, Yahoo etc) high profile adverts to attract passive job seekers.

Most job boards advertise many thousands of vacancies. We gain improved responses through writing adverts to suit each job site’s search engines. **We can get up to 8 times the response from an optimised advert.**

Networking

Rather than a specific “head hunt” we carry out extensive yet discreet networking/discussions with our contact base from which we identify candidates open to a suitable career move.



Pre-interviews

We carry out in-depth qualification interviews with qualifying candidates.

Comprehensive notes are provided.

Short Listing

A candidate shortlist will be forwarded to you for interview. (NB you can receive all other CVs if required)

Applicants will not be put forward to our other clients’ vacancies until released by you.

References can be checked for all interviewed candidates

CV Database Search

We have an extensive candidate database built over a decade and subscribe to leading online CV databases, where we carry out extensive further searches and networking



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Key Benefits

- + High success rates
- + Competitive placement fees
- + Exclusivity on all candidates until your vacancy is filled
- + Managed by senior experienced staff
- + Interview process assistance
- + 14 week sliding scale fee rebate scheme

Fee Structure and Costs

Initial Retained Fee:

One third of expected placement fee based on estimated remuneration (non refundable, though held against future recruitment if not filled).

Invoiced on confirmation of assignment

Final fee:

Final two thirds of fee adjusted for actual remuneration – invoiced on start date

Fee structure: remuneration of:

Up to £30,000	-	15%
£30,001 to £40,000	-	20%
£40,001 to £60,000	-	22.5%
£60,001 plus	-	25%

Fees payable within 14 days of candidate starting (See terms of business for full details)

Advertising (all costs included*)

- + 3 or more major top 10 job sites: i.e. Jobsite, CV Library, Reed
- + Specialist niche sites i.e. in Sales, Management, Construction
- + (Also agency only sites / free sites or upcoming sites on trial)
- + High profile advert on www.arvsolutions.co.uk
- + High profile search engine campaign (Google, Yahoo, Bing etc)
- + Online CV Database searches
- + *NB: Press advertising can be run by agreement at extra cost, though not initially suggested

All costs plus VAT

For further information or advice on any aspect of the recruitment process, please call

Jim Roach *F.I.R.P.*
Managing Director

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Where do ARV Solutions Add Real Value?

Advertising

Is press advertising too expensive? Not enough quality candidates?
 Internet advertising didn't work for you? Already have a website?
 Confusing choice of job sites?

- + We achieve high response rates and high quality candidates, through expert copy writing, and job site selection.
- + Broad candidate reach is achieved from widespread and carefully targeted internet advertising – geared to attract both active and passive job seekers.
- + Web advertising is substantially cheaper than press, and discounts achieved through our growing buying power are passed on to clients.

Recruitment Agencies

Unreasonably high fees? Lack of technical understanding?
 Mixed quality at best? Sending wrong CVs?
 Lacking enough suitable candidates?

- + Over 90% of Managed Campaigns have resulted in offers and starts.
- + Over 70% of clients have done repeat business so far.
- + Competitive Fees
- + 20+ years technical recruitment experience in Engineering, Manufacturing and Construction, from Technician to Director levels.

Response Handling

Time consuming? Psychometric & skills testing?
 Lack of available interview skills? No performance records?

- + Carry out in-depth first round interviews for you & provide full notes
- + Online Psychometric Profiling, with job matching options – leading industry suppliers – realistic rates

Examples of recent successful recruitment campaigns:

Chief Executive	Construction related Trade Association
Sales Director	Major Timber Importer
International Sales and Marketing Manager	Special Purpose Machinery Manufacturer
Manufacturing Director & Management Team	Modular Timber Housing Manufacturer
Engineering Manager	Timber Frame Design / Manufacturing
Head of Projects	Light Steel Structures
Construction/Operations Director	Small Timber Frame Manufacturer
General Manager / MD Designate	Modular Building Manufacturer
Design / Technical Manager	Timber Frame Manufacturer
Production Manager	Medical Equipment Manufacturer
Factory Manager	Major Timber Frame Manufacturer
Structural Design Engineer	Light Steel Structures
Senior/Associate Project Manager	Project Management Consultancy – Construction
Planning Manager	Timber Truss Manufacturer

