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## Permanent Recruitment

The major challenge to growth sectors is the difficulty of successfully recruiting experienced engineering and technical staff as demand for expertise outstrips supply. Traditional in-country methods of recruitment cannot be relied upon to provide suitably qualified and experienced candidates within the salary range and required time scale. The problem is not resolved by increasing the number of agencies, which can result in mounting piles of unsuitable CV's, multiple points of contact, increased management workload and costs whilst critical job vacancies remain unfilled.

### Managed Global Recruitment Strategy

SRD Technical Ltd proactively manages the recruitment needs of major organizations as a single point of contact or as a specialist recruiter alongside other preferred suppliers. We employ a comprehensive range of proven successful recruitment methods through a global network to fill job vacancies, managing the applicant response through all stages of the recruitment process.

### Personal Service

It is vital when searching for candidates that job opportunities meet their career progression and personal goals to ensure job satisfaction and performance value. SRD adopt an integrated approach with its clients' to fully understand the work environment, culture and business planning including current and future staffing needs to plan and execute a successful recruitment campaign. Our service can be extended to include job evaluation, description and salary and benefits benchmarking.

### Search and Selection Recruitment

Whilst search and selection retained recruitment services are most commonly employed for executive appointments, SRD also successfully apply this method to recruit engineering and technical specialists. Professionally targeted digital advertising and candidate "head-hunting" can be a cost effective solution compared with the costs incurred through permanent resource shortfalls, project delays and contract hire cover.

### E-Recruitment

Job advertising on specialized internet job sites & social media platforms provides access to an International community of qualified and experienced candidates and forms an integral part of our global recruitment strategy. Our software technology enables the multi-posting of job vacancies to over 300 job sites worldwide.

### Candidate Database

SRD candidate database currently contains the CV's of over 160,000 engineering and technical personnel and is continuously updated with new applicants. Our sophisticated recruitment software system enables SMS and e-mail job alerts to candidates and online tracking at each stage of the recruitment process.

### Candidate Pre-Selection

SRD candidate pre-selection process gives the client a short-list of candidates for interview who match the job criteria from both the client and candidate's perspective. Our standard screening includes; Interview, ID, references and qualifications checks. Advanced screening can be extended to include personality and aptitude profiling.

### Client Confidentiality

Where required, client confidentiality can be maintained throughout candidate pre-selection. Confidential advertising can often solicit a greater applicant response than client direct advertising, with candidates feeling free to first "sound out" the vacancy with SRD before identifying themselves to the client. The reverse can apply should the client wish to decline a "known" candidate.

### Customized Recruitment Campaigns

SRD offers its clients' a customised managed global recruitment service from following ranges of services.

- Single point of contact
- Global recruitment network
- Job evaluation and description
- Salary and benefits benchmarking
- Search and selection recruitment
- Targeted advertising campaigns
- E-recruitment campaigns
- Candidate database searching
- Applicant response management
- Post placement review sessions
- Candidate pre-selection.

