



27 Southmead Road
Westbury on Trym
Bristol
BS10 5DL

t: 0117 9083173
m: 07710 346000
f: 0871 661 3669
e: jim.roach@arvsolutions.co.uk
www.arvsolutions.co.uk

Managed Internet Advertising & Selection

The Web is now widely used by candidates looking for career moves. It enables time and cost savings. Response and quality is measurable and so is your return on investment. It is widely used by agencies as a cheaper means of finding candidates but savings are not generally passed on. **ARV Solutions** have created a new model that will deliver highest quality and keep costs down.

A MANAGED STRATEGY

Vacancy is managed throughout the recruitment process, to agreed project plan. Includes the following added value benefits aimed at gaining high quality candidates.

FULL UNDERSTANDING

In depth discussion or a visit where appropriate, with you and any involved personnel to establish:

- A strong understanding of the organisation and it's culture
- A thorough and up to date job description and person specification
- Key selling points to gain interest from suitable candidates

STRATEGIC ADVERTISING

- There are hundreds of job sites for engineering and related roles so candidates are spread too thinly to assure success from a single site. We use a strategy of advertising across a selection most relevant to the vacancy: from top-10 major sites, proven specialist niche sites and agency only sites. Selection of sites is based on the performance facts of previous campaigns.
- Search engine sponsorship – high profile links to your vacancy that also attracts those hard to find passive job seekers.
- Most job boards advertise many thousands of vacancies. We gain improved responses through optimising adverts to suit each job site's search engines - ensuring top listings. *We can get up to 8 times the response and improved quality from an optimised advert*
- Written to apply to a candidate's motivating factors - not just stating required skills.

PRE-INTERVIEWS

- Comprehensive telephone or face to face interview notes provided

CANDIDATE CHECKS

- 2 references – provided in written report
- Checks on academic and professional qualifications - for successful candidate prior to start

SHORT LISTING

- A shortlist of up to 6 candidates will be forwarded to you for interview. NB you can receive all other CVs with full contact details if required.
- Applicants will not be put forward to our other clients' vacancies until released by you.

EXPERIENCE

We have extensive experience of developing advanced Internet recruitment strategies within recruitment agencies and are now making this available to clients in a high quality and highly successful service package.

We work closely with a large number and wide range of job sites, online CV databases and other organisations to ensure that we are always up to date with the best sources of particular candidates.

VAT Registration No. 826 5946 92

WWW.ARVSOLUTIONS.CO.UK

management strategy consulting training resourcing recruitment systems internet



27 Southmead Road
Westbury on Trym
Bristol
BS10 5DL

t: 0117 9083173
m: 07710 346000
f: 0871 661 3669
e: jim.roach@arvsolutions.co.uk
www.arvsolutions.co.uk

Managed Internet Advertising & Selection

FEE STRUCTURE and COSTS

Advertising costs – at cost price, (payable on placement of adverts)

Full campaign

2 major top 10 job sites
3 specialist niche sites
6+ agency only sites / free sites or upcoming sites on trial
Home page advert on www.arvsolutions.co.uk
High profile search engine campaign (Google, Yahoo, MSN etc)
Online CV Database searches

Total **circa £1,500** (rebataable) *

Set up costs – writing and optimising advertisement,
creating the campaign, placement of adverts
(Payable on placement of adverts)

£350

Total **circa £1850.00 plus VAT**

Recruitment fees on successful placement
(Payable within 14 days of candidate starting)
(See terms of business for full details)

12.5% of Salary

NB: Advertising costs are rebated on successful placement.

Also:

McQuaig Psychometric Profiling (optional)

At £59 per Report on request

invoiced separately

All costs plus VAT

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

Jim Roach *F.R.E.C.*

Tel: 0117 9083173

VAT Registration No. 826 5946 92

WWW.ARVSOLUTIONS.CO.UK

management strategy consulting training resourcing recruitment systems internet



27 Southmead Road
Westbury on Trym
Bristol
BS10 5DL

t: 0117 9083173
m: 07710 346000
f: 0871 661 3669
e: jim.roach@arvsolutions.co.uk
www.arvsolutions.co.uk

Where do ARV Solutions Add Real Value?

Advertising

Is press advertising too expensive?
Internet advertising didn't work for you?
Confusing choice of job sites?

Not enough quality candidates?
Already have a website?

- 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?
Mixed quality at best?
Lacking enough suitable candidates?

Lack of technical understanding?
Sending wrong CVs?

- Over 90% of Managed Campaigns have resulted in offers and starts.
- Over 70% of clients have done repeat business so far.
- Fees at 12.5% of salary, with internet advertising costs refunded from fees.
- 16 years technical recruitment experience in Engineering and Construction, from Technician to Director levels.

Response Handling

Time consuming?
Lack of available interview skills?

Psychometric & skills testing?
No performance records?

- Carry out in-depth first round interviews for you & provide full notes (Can also provide Interviewer Training for 1st time Line Managers at additional cost)
- Online Psychometric Profiling, with job matching options –leading industry suppliers – realistic rates
- Full campaign or ongoing management reports available

Examples of recent successful recruitment campaigns:

Engineering Manager
Roof Truss Designer
Assistant Project Manager / Designer
Managing QS / Head of Project Management
Group Purchasing Manager
Structural 3D CAD Technician
Structural Design Engineer
Project Manager (x2)
General Manager / MD Designate
Business Development Consultant

Timber Frame Design / Manufacturing
Timber Frame Structures
Specialist Structures for Music Major Concerts
Specialist Building Structures
Manufacturer of Sliding Systems
Specialist Steel Structures
Light Steel Structures
Consultancy – Construction
Constructional Steel Fabricator
Product Manufacturer to Rail Industry

VAT Registration No. 826 5946 92

WWW.ARVSOLUTIONS.CO.UK

management strategy consulting training resourcing recruitment systems internet