

Permanent Recruitment Services

Case Study I

Client: Kinsella Partners



Requirement – *Permanent Recruitment Service – Office Administrator*

Background

- The original recruitment brief to HorizonOne for this vacancy from the client was to source a junior level administration assistant to support the professional services team.
- HorizonOne requested a meeting to discuss the detailed context of this vacancy and to ensure that we understood both how this role was integrated into the business and the potential 'value add' that a quality recruitment decision might achieve.
- During this discussion we were able to identify the need for a more senior individual to take on the responsibilities of this role now, with potential for future growth into a broader role tackling a range of challenges that the business was facing. This shifted the focus of our recruitment process away from securing a junior administration assistant, toward a candidate who had more extensive administration experience and was capable of stepping up to the more challenging position with higher level responsibilities.

Services Supplied

- Position profiling – skills, behaviours, capabilities, key outcomes and goals
- Candidate selection based on taking into account necessary skills and experience, capabilities, goals and organisational fit
- Detailed reference checking

Key Challenges

- Ensuring that the successful candidate did not only meet the immediate needs of the business, but had the capacity to grow and progress within the role in line with expanding business needs.
- Identifying a candidate that was suited to a fast past, professional services environment supporting a high performing team.

Outcomes Achieved

- HorizonOne conducted a detailed recruitment process tailored to meet the requirements of the client
- The first candidate presented to our client was successful and has gone on to become an integral part of the team.
- They have added significant value to the organisation through a proactive, achievement orientated approach to their role which assists others to achieve greater productivity and higher quality results.

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Case Study 2

Client: the Murray Darling Basin Authority



Requirement – *Permanent Recruitment Service – Pilot Project Manager*

Background

Having previously been heavily involved in recruiting for the team managing the MDBA pilot project to develop an Accounting framework for Water Management, we were approached to recruit a key role. As a result of the 'as new' nature of the policy and the trial implementation stage of the accounting framework being developed, recruiting this position required significant research and background reading to understand the context of the requirement.

The scope of the assignment was to quickly attract a suitably senior candidate in an EL 2 equivalent position to play a lead role in a cutting edge development project with subject matter and skills required spanning:

- Accounting
- Natural Resource Management Policy Implementation
- Project Management and People Management
- Secretariat Skills

We sat down with the MDBA team for a full brief on the state of the project and to profile the ideal background and competency set of a suitable candidate. An approach to advertising and marketing the vacancy was also discussed and agreed.

Services Supplied

- Targeted advertising and marketing campaign initiated within six hours of initial meeting
- Extensive search of the HorizonOne networks and our database of pre-vetted candidates to try and identify potential talent with the ideal mix of skills and experience
- Screening, interviewing and appropriate communication for all candidate's responding to advertising
- Advice and guidance to our client throughout the process

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Key Challenges

- The complex nature of the subject matter and the unique blend of technical and interpersonal skills required
- Short time frame to source someone into the role
- Inherent difficulties and risk associated with recruiting someone into a brand new field/discipline - a 'trailblazer'

Outcomes Achieved

- The selected candidate was posed as the solution early in the process as they were identified as having the ideal mix of experience and skills in their personal profile. They had a strong background from the water industry (SnowyHydro), as well as experience working in accounting, project and contract management.
- Although the candidate was aiming at higher level roles, we were able to engage them with the exciting nature of this groundbreaking project. The idea that they could make a significant contribution to water reform excited them.
- At interview this candidate 'wowed' the team and they subsequently accepted the offer that was presented. The successful candidate has now become a long term and valued staff member at the MDBA and they consistently make a significant contribution toward achieving the outcomes of this revolutionary project.