

BroadTech Network Systems Ltd (BTNS), needed a Lead Technical Trainer with Broadcast network-specific skills to join their business. Internal recruitment during a pandemic had proven unsuccessful - so they turned to Caspian One, using our services to save time and locate the required hire.

Caspian One case study, featuring quotes from BTNS Director & Trainer, Chris Adams - March, 2021

"We'd tried recruiting ourselves and it simply hadn't worked out, so we decided to go through a recruiting agency to do all the vetting as we just don't have the time to keep churning through candidates, find, vet them etc."

"My experiences with other recruitment firms haven't been positive because they tend to just throw candidates at you without doing the proper vetting. Carl, however, was busy asking what we were looking for in the people, skills, the bits associated - not just the technical. He asked about the type of character we were looking for, making it more human and people-focused".



Action taken

Caspian One's Carl Hemsley took on responsibility for this hire, working in partnership with BTNS Director and Trainer, Chris Adams.

Carl invested time in understanding their company and technical requirements, capturing in-depth insights on what they were looking for in the candidate - before identifying people for consideration.

"Broadcasting is a fairly specialist field and Carl was asking the right questions relating to broadcast specialities. He asked technical questions and knew what I was talking about when discussing routers and the transmission chain. The technical broadcast expertise is what's of interest to me. In comparison with other recruiting firms I've used in the past, it's been a lot more in-depth; you've gone the extra mile."

"My expectations were managed exactly at the standard required. It was a great experience, 100x better than anything in the past. I've probably recruited 50-60 people over the years, but this was the best recruitment experience I have had."

The process

Qualified, thoroughly vetted CVs were presented uniformly for review. Due to their high calibre, all the submitted candidates underwent both 1st and 2nd interview stages. Carl managed communication throughout; scheduling meetings, obtaining post-interview feedback, ensuring everyone was available for video interviews, and so-on.

“What was good is that Carl put all the CVs in the same format for all candidates, making it easy to quickly scan and review. You're providing candidates that are useful to us and have been properly vetted – not volume. Carl constantly kept in touch, but not nagging us or annoying us with questions, and the initial interviews all worked out well.”

Conclusion

Further to the interviews BTNS were left with two strong contenders for the role. Weighing up the pros and cons of each they proceeded to make an offer, which was accepted - with the candidate joining in January, 2021.

“The candidates were difficult to choose between because they were so good. We made an offer which Carl passed over, and what I really liked (which doesn't normally happen with other recruiting agencies) is that Carl let me discuss directly with the candidate, prior to him accepting the offer.

Referencing and everything that came next was a slick process, and I like the way the references were done – he did the job perfectly.”