

Industry-leading broadcast technology and services provider, Timeline Television Ltd., had need to hire a Media Systems Engineering (MSE) Manager. However, they were facing challenges and turned to Caspian One for help.

Caspian One case study, featuring quotes from In-House Recruitment lead, Lynne Hobbs - October, 2021

"Media Systems Engineering at Timeline is a little different to most MSE's in the industry. We just couldn't find the right person - I like to try and recruit myself, that's the job of an internal recruiter and there's costs going to agencies. With this role, it just drove me nuts if I'm honest. We advertised it a couple of times, didn't get that much traction, it just wasn't the right people applying. That's when I asked Caspian One for help".

Timeline^{TV}

Action taken

Caspian One took on this engagement; working directly with Timeline's internal recruiter Lynne Hobbs, and the connected Hiring Manager to understand and agree on their requirements - beyond just the documented job description.

With this insight we searched our network, identifying and sharing relevant CV's, all leading to first interviews (and ultimately, resulting in the final hire).

"Caspian One are always straightforward, open and you let me know what's going on with any candidates. I've worked both sides of the fence and in a way, your consultant reminds me of me - always getting back, always in contact, always letting me know what's going on and I appreciate it."

The process

Timeline chose to work with Caspian One because of our specialist knowledge, expansive networks and reputable success rates. Further to Timeline's interview process, a Caspian One candidate was hired to the MSE Manager role, starting in April 2021.

"Communication with Caspian One has always been strong. I know you're still in contact with Nick to make sure everything is still okay. From my point of view, when we're onboarding I always CC you into the offer we send, and your consultant will still be talking to Nick while we are. Sometimes my Hiring Managers take time to come back and give feedback on CVs. Caspian One, I believe, have been extremely patient when that happens."

Outcome

Urgency and specialist requirements dictated this hire and the part we played, at the request of Timeline's In-House Recruitment lead.

In conclusion, the hire has proven to be a great success – going on to relieve pressures faced by the Hiring Manager, supporting not just the MSE but also, greater IT requirements with a view to more involvement moving forward. Megan has also since placed an Engineer into the MSE Managers new team, as of September 2021.

"I didn't think it was that urgent at the beginning but as the people came through and the applications came through, I realised I needed somebody with the speciality. If I give you a role I can get on with other things, search myself, go through CV's that come through etc. The team at Caspian One have been awesome. When my direct consultant's not been around there's someone else who'll quickly pick it up – I'm very, very happy to be working with you guys and believe you me, if I wasn't, I'd be telling you."

"Regards the MSE Manager, we think he's absolutely bloomin' marvellous. He's taken everything onboard, and we are so happy to have him."

"As I say, I usually give you guys more jobs than I give others because of the success rate – even if we haven't hired, it's the process and the people being put forward. I'm impressed with the candidate level, the understanding of Timeline from you as well, has really helped find that right person. One of my other PSL's recommended Caspian One as well, because they couldn't help with a role and thought that you would be better for it, so your reputation in the industry, it also led me to believe I have the right people on the PSL."