

SCORPIO CONTRACTOR RECRUITMENT SYSTEM

Sanderson



AN INTRODUCTION TO SCORPIO

Streamline the hire and management of your contractor base and reduce costs with Sanderson's online system.

SANDERSON RECRUITMENT PLC

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“One of our clients was carrying out 17 separate paper-based transactions. With Scorpio they now have zero paper-based transactions, and contractor posts are often filled within 24 hours.”

About Scorpio

Scorpio is a recruitment and management system for companies that hire professional Limited Company contractors. Developed by contractor recruitment specialists, this online tool automates the entire process from issue of a request for contract resource, through selection and sign up, timesheet approval and invoicing, to extension management.

Scorpio is a coherent, integrated system that streamlines your contractor hire process. It drives out inefficiencies, cutting waste, cost and lead times. This system reduces the administrative burden for all involved, freeing up hiring managers so they can concentrate on their jobs. Its sophisticated reporting function ensures you are in full control of the contractor hire and management process.

Recruiting contractors in 2007

In the current market there is intense rivalry for talented contractors. Any delay or hiccup in the recruitment process can reduce your chances of securing quality resource. **Scorpio cuts the time it takes to hire, giving your organisation the advantage needed to recruit talented contract resource in a competitive world.**

Recruitment can be a time-consuming, heavily administrative and costly process. This is particularly true for the recruitment of Limited Company contract resource.

- Companies that hire contractors must devote time to contractual details and the management of resource post hire as well as to recruitment and selection.
- In a recent Sanderson client survey, respondents reported an average of six man-days to recruit and manage each contractor through the period of their assignment, at an average cost of £2000 per hire.
- Hirers of Limited Company contractors are increasingly aware of the importance of information capture and procedures to ensure compliance with regulatory and legal requirements: for example to mitigate the risk of accidental employment of contractors.

“I can now review and approve contractor time sheets online or on my Blackberry on my way to work”

The unique requirements of contractor hire are not addressed by the majority of recruitment systems, which focus on permanent or temporary staff. There are few systems on the market that are designed with Limited Company contractors in mind and these tend to be cost effective for only the large scale user.

Scorpio is designed specifically for the hire of Limited Company contractors

Scorpio addresses a gap in the market.

- It has been developed solely for the recruitment and management of Limited Company contractors.
- It is effective for companies employing from 10 to over 300 contractors.
- It automates all processes during the recruitment phase and also post hire.
- It allows for easy information capture, and can be tailored to meet your organisation’s specific needs, and to ensure compliance with changing legal and regulatory requirements.

For example, Scorpio reduces the risk of implied employment status. By automating parts of the process it removes the direct relationship between the contractor and the hiring company. It allows you to establish a unique set of policies for contractors which are different from those for permanent employees.

“A time saving web-based system that can be used to schedule job interviews, approve timesheets and monitor costs”

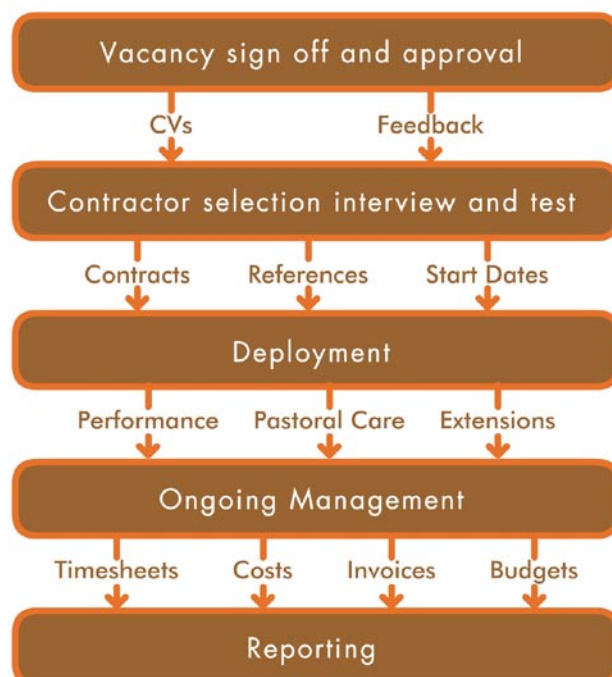
Features

The system allows organisations to handle the following procedures online:

- Requests for contract resource
- CVs and interviews
- Feedback on candidates
- Start dates
- Contract generation
- Contract acceptance
- Referencing and credit checks
- Timesheet approval
- Invoices and payments, producing a monthly consolidated invoice
- Performance monitoring
- Contract extension
- Reporting (e.g. cost-based reporting, CV:interview:placement, time to hire)
- 'To do' flags for all relevant parties

It interfaces with all those involved in the process of recruiting and managing contract resource – your hiring managers, supplier manager, procurement department, finance department, partner recruitment agencies, and contractors themselves.

Scorpio automates the entire contractor hire process



Summary of benefits

Scorpio saves time and reduces the cost of contractor recruitment

- Scorpio cuts swathes through multiple paper processes; removing bottlenecks, reducing waste, cost and lead times.
- Simple measures such as Scorpio's automated online interview booking system slash the time spent organising interviews.
- We anticipate a saving of 66% in the time taken to fill a contract position.

Scorpio helps you manage and control contractor hire and spend

- With its sophisticated reporting function, Scorpio ensures you are in full control of the process.
- It improves your ability to cost manage, giving you real time visibility of contractor spend. It allows you to set and control budgets for internal review.
- It responds to changing regulatory and legal requirements: for example, it reduces the risk of accidental employment of contractors
- It motivates continuous improvement through internal and external performance monitoring.
- It motivates total process compliance, and is therefore fully auditable, reportable and transparent.
- It is a flexible system that creates the accurate and relevant reports each organisation needs.

Scorpio improves your chances of securing the best contract resource

- Implementing Scorpio means less administrative work for the hiring company and for suppliers and contractors too.
- This means a faster recruitment cycle that will give your organisation the competitive advantage needed to secure the best contract resource.
- A high quality, professional recruitment process improves relationships between all parties, making your company a more attractive proposition in today's competitive market.

“Time is money and using Sanderson has meant that each of our technical managers now spends far less time recruiting contractors and more time ensuring successful project delivery”

HBoS

Sanderson: recruiting professionals since 1975

Architecture and technology

- Scorpio is available online 24x7 through a web browser
- Scorpio can be deployed on any operating system that runs a current web browser: you do not need to install it on your system
- It is quick, reliable and robust
- It is hosted by an independent company
- It can be tailored and adapted to reflect your specific recruitment and business processes
- Scorpio is scaleable: it is effective for companies employing 10 to 300+ contractors per annum

Find out more

For more information and a demonstration of Scorpio, contact Nick Walrond, Managing Director, Sanderson Recruitment plc.

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About Sanderson Recruitment plc

Sanderson Recruitment is a specialist recruitment consultancy, providing resource in IT, Human Resources, Sales and Finance to businesses across the UK.

Sanderson is a contractor recruitment specialist and the largest independent recruitment organisation for professionals in the UK. We offer a range of solutions to help our clients meet the challenges of contract resourcing in 2007 and beyond.