

Case study on Sanderson's contractor recruitment and management service

Sanderson provides project managers and consultants to support the relocation of a government agency

Client and Project Information

Customer:	Government Agency
Dates of Contract:	1999 to 2005
Skill set:	Project Managers, Development Managers, Infrastructure Managers, Business Analysts, Configuration Managers, and Developers
Number of contractors:	42 contractors
Location:	UK

The Challenge

"We sought consultants to assist in the move, and support to staff displaced by the move"

This government agency is a world leader in its field. Their solutions and services meet the needs of many communities of interest. All these solutions are underpinned by heavy investment in, and development of, IT architecture.

In order to progress their position, a decision was made to move their headquarters to a new state of the art facility.

Sanderson approached the agency to offer assistance and partnership in:

- The provision of specialist management and consultancy resource to assist in the move itself
- The provision of guidance and support to any staff displaced by the move to Devon

Resource Solutions

“Sanderson took the time to understand my requirements. They worked closely with me through the hiring process offering advice and guidance on who would work best in my team.” - Programme Manager

The agency engaged Sanderson as a key supplier on the basis of our thorough selection process. We take an in-depth brief from hiring managers to gain insight into role requirements, expected level of experience and qualification, desirable behaviours and team attributes. We then approach the candidate marketplace, compiling a list of applicants who go through our competency-based interviewing process. We present at least 2 well-qualified candidates to the hiring manager for selection. We regularly achieve a ratio of 3:2:1 candidate to interview to offer.

Our remit included a wide range of management and consultancy positions associated with the move. Sanderson has placed 42 high-level contractors on the relocation programme. Key to our success has been:

- Understanding exactly our client's requires from a given role and being able to translate that to applicants in the marketplace
- Our knowledge of our candidates – many have worked through Sanderson successfully on past project or are referred by known contractors; we use 'peer to peer' referencing to give a 'real world' view of abilities
- Our stringent vetting and selection process

Sanderson gave the client a single point contact for all communication. This account manager conducted all recruitment activity with hiring managers, backed by the delivery skills of our recruitment consultants at our Delivery Centre of Excellence in Bristol. The account manager provided the client's Recruitment Department with full management information and support.

It became apparent that large numbers of key IT staff would elect not to make the move for personal reasons. Sanderson set up a number outplacement conferences for these staff covering:

- How to write a CV
- Successful interviewing
- The IT employment marketplace

Sanderson helped to place more than 20 staff in new opportunities.

The Results

“Without (Sanderson’s) assistance my programme of work would have suffered” - Programme Manager

The new headquarters is now officially opened and fully operational. The move from was probably the largest move of an operational computer complex in Europe, and has been carried out on time and within planned costs.

The high quality project and programme management consultants and managers that Sanderson provided were instrumental in the success of this project.

“Sanderson differentiates itself from its competitors by truly knowing what is required and by providing resources they have used before. Their contractors genuinely seem to enjoy working for Sanderson over other agencies.” - Programme Manager.