

Case Study on Sanderson's rigorous selection process

Sanderson's stringent vetting process saves government commission time

Client and Project Information

Customer:	Government Commission
Dates of Contract:	1998 to date
Skill set:	Support, PC and Network Administrators, Database Administrators, Application Development, Analysts
Number of contractors:	Over 50 contractors per annum
Location:	National

The Challenge

"We wanted a supplier who we could trust to vet and supply at or above our standards, and react positively when this goes wrong"

This organisation's mission is to be the driving force in the improvement of public services.

Our client sought recruitment partners they could trust to supply the right resource in the right timescales. Key criteria for selection were the level of account management, the ability to supply nationally and skills in matching applicants to roles.

Initially, the client sought 8 suppliers. Sanderson advised that by engaging with fewer suppliers they would achieve greater commitment, focus and quality whilst maintaining their stance on fair and open competition. The client appointed 3 suppliers of IT contract resource nationally.

Resource Solutions

“Sanderson’s understanding of our business and proactive approach to sourcing sets them apart from other suppliers of IT resource”

We set up a rigorous selection process, focused on technical vetting and extensive referencing to ensure candidates are of the highest quality. We developed this vetting process by working with hiring managers to benchmark current team skill levels and est

process as standard across the organisation.

Sanderson’s service goes beyond the supply of quality resource. We advise on how to get the most out of high quality contractors; reusing contractors in other areas of the business once a contract is complete to gain maximum benefit from effective resource.

We provide advice on current legislation; Sanderson’s in-house legal team works closely with the client to ensure all terms and conditions of supply comply with regulations and minimise the risks associated with accidental employment.

Hiring managers know and trust Sanderson; they trust our interpretation of their needs and are confident in our ability to supply high quality contractors. They trust us to respond quickly on the rare occasion that the vetting process goes wrong:

‘Even the best vetting process sometimes cannot prevent the occasional mistake. However, when a contractor is not performing, Sanderson always takes swift action to resolve the situation.’

The Results

Sanderson’s ability to vet candidates thoroughly and provide high quality contract resource has freed up the client’s time to focus on delivery. Because of the open nature of our approach, the client is confident they are receiving the most cost competitive service and so delivering their obligations to government and the public.

‘Sanderson hired all our network administrators for a vital nationwide rollout. The quality and management of this resource was critical to the success of the project. They ensured all issues were managed before they became critical, enabling the rollout to go smoothly. Our hiring managers trust Sanderson to provide the right resource at all times.’