

Case Study

Sector: IT / Technology Services
Client Requirement: IT Project Manager [Software]
Basis: 1 x Permanent Role

The Situation

The client a leading global technology services provider delivering business solutions to its clients . They were looking for new recruitment agencies to tender for their PSL . As a result 17 agencies applied and completed a strict tender process. Wellingtone were the only agency selected.

Initially the client wanted to recruit a senior level client facing IT Project Manager with experience of managing full end to end lifecycle projects. Specifically the ideal candidate would have prior experience in bespoke software development and a proven track record in successfully managing large budgets (>£5m) and teams (>25), whilst PRINCE2 Practitioner or PMI certifications were also a must along with knowledge of AGILE, RUP or other similar software development methodologies.

The Wellingtone Process

Understand > Source > Assess > Introduce

The initial step was to understand the exact requirements to ensure we only sent candidates that we were confident the client would want to interview. So we discussed in -depth the responsibilities of the role and the attributes required by the successful candidate should possess.

The discussion allowed us to proceed with a clear understanding through which we were able to source / shortlist candidates from within our own internal database and create targeted adverts to be placed at:

- Wellingtone.co.uk: which has a traffic ranking in the top 7.72% of all websites (Alexa) and receives generally high search engine ranking
- Partner sites: jobs displayed on wellingtone.co.uk are automatically listed on a network of other prominent Project Management websites
- External Job Boards: we have full access to the UK's leading job boards
- Project Manager Today: we have an exclusive partnership and can provide free colour co -branded adverts, saving you £1750

The shortlisted candidates completed a three step assessment process. This consisted of a high level evaluation against the role requirements and then a detailed technical interview with one of the Senior level Wellingtone Project Management Consultants and finally a face to face meeting . These steps enabled us to assess the candidates' project management competencies against the role requirements. The results were used to create the final candidate shortlist for submission.

The Outcome

We introduced 3 high calibre PRINCE2 Project Managers to the client, all were interviewed and 1 was successfully placed on a permanent basis.

The successful candidate had experience in successfully delivering large scale public & private sector IT software projects and had a background as a developer.

Quotes

"Wellingtone provided 4 CVs which fitted our requirements well and we made an offer to one of these candidates"

HR Manager

A Software Localisation Company

"A very quick, professional and friendly service, we recruited 2 senior level contractors in a very short amount of time"

HR Manager

Central Government Agency

"Wellingtone helped us quickly recruit a Project Manager that matched our needs exactly. Thank you!"

Head of Communications

A Global Charity

"Wellingtone provided us with an excellent contractor, with her deep IT experience she yielded a very professional and pertinent piece of work for the organisation. I would thoroughly recommend Wellingtone to others."

Systems Director

Travel Insurance Specialist

"Reliable, dependable providing a guaranteed service"

Resource Recruitment Manager

Global CRM Solutions Provider