

Outcomes

Following an initial review of the brief and the skills required, we went on to source 30 candidates whom all matched the skills specification.

From this, almost half progressed to the interview stage leading to 5 placements.

All of this took place over a 2-week period which was the agreed timetable with the client.

The successful placements resulted in Recann being awarded multiple other projects with the client.

Candidate Testimonial

"From day 1 Rebecca from Recann guided me through the process, communicated clearly and supported me when needed. Although we had some challenges along the way, she kept by my side and made sure we came to an agreement that suited me"

Ewen, Project Manager

Rebecca Hannan
Delivery Consultant



Background



A global energy provider based in the Netherlands. The client had a requirement for IT and Software Project Managers on a long-term project which would see the company transform into a net-zero emissions energy business.

Although the client is based in The Hague, the roles were hybrid meaning a mixture of on-site and remote working.

Recann did not work exclusively on this project and was up against multiple other agencies based across Europe.

Key Challenges



The Netherlands has a very buoyant market and is heavily candidate led. For this reason, we have to overcome several counter offers due to organisations not wanting to lose good talent.

Due to the nature of the project, some of the roles required specialist knowledge held only by people with previous experience working at the company. This led to a smaller pool of suitable and available candidates to put forward for certain roles.

Actions



This large-scale project required a proactive recruitment strategy that would keep track of the numerous roles, candidates and their availability and mean no time or opportunities were wasted.

Due to the size of the project, a considerable amount of time was spent sourcing and speaking with candidates. We used our innovative data systems to source well-matched candidates and the lead consultant used her knowledge of the industry to put together the initial shortlist.

We kept the client fully updated through the initial stages as per the strategy. This helped to manage their expectations of what to expect when we presented them with the shortlist.