



Janice Riches reveals more about a revolutionary recruitment scheme

Riches Consulting has developed an innovative approach to recruitment that hands control back to the employer and allows them to capitalise on the skills already within their company when recruiting.

The modular approach splits the key components of the recruitment process so that companies need only seek help where needed. The three modules are detailed below:

Project Management

This essential part of the recruitment process plans and co-ordinates the activities needed to reach a successful conclusion, on time and within budget. Typically, it is:

- Getting the stakeholders round the table to define requirements and the process
- Defining the measures for success of the assignment, including the key competencies expected of the candidates
- Developing the action plan to achieve the objectives
- Assigning responsibility for implementing the plan

It runs from briefing at the start of the process, through to negotiating offers and conducting references, and works for whatever method of candidate sourcing is needed to attract the right calibre of person.

Candidates are treated with professionalism, which is good for the employer brand, and they can become engaged with the organisation and the job at an early stage. This service has been used by companies as experienced assistance to meet growth objectives at times of a peak in recruitment workload, where internal HR resources are stretched.

People Assessment

This improves the quality of external hiring by using professional assessment techniques and can include:

- Telephone interviews & assessment summary
- Structured interviews and evaluation
- Psychometric assessment which could include ability/personality/management potential/competency/leadership styles assessment
- Internal and external candidates
- Using an experienced shortlist facilitator or observer

This service has been used by companies with an existing list of candidates, who want to ensure that structured and objective techniques of assessment are used to select the best people.

Candidate Sourcing

This is an expert assessment of how to find the right candidates at an entry level cost and usually includes:

- Review of the role
- Assessment of the market
- Writing the job brief
- Recommending/selecting the sourcing strategy
- Writing the advertisement or search script
- Managing the process
- Assessing CVs

This service has been used by companies who are unsure as to the most appropriate recruitment strategy for a specific post, perhaps one where the candidate market is small, good quality people are hard to attract or the role is very specialised; it also appeals to those organisations with established HR functions to advise line management on assessment, but where the recruitment budget is tight.

We can offer a number of references for where this approach has worked, as we will typically only offer this approach to businesses that we can get to know well. For example, the European HR Manager of a growing insurance business said: “you are doing a sterling.. no, fantastic job of managing the vacancies “. In the current economic climate it should benefit you to find out more.

With the Riches Consulting modular approach you will benefit from:

- Flexible recruitment to suit your needs and add value to your business
- Flexible, cost effective pricing
- Choose from three recruitment modules or a combination
- Free initial consultancy session

This truly is an innovative approach to recruitment and one especially relevant in the current economic climate with many employers facing cashflow challenges.

*To find out more about the modular system and how it could benefit your organisation please contact Riches Consulting on 01225 812070 or our London office on 020 7849 6024.
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