

Digital, Data & Technology Case Study

Delivering a Streamlined
Recruitment Process for an
Ongoing & Regular Technical
Campaign.

Yolk started working with this University in 2018 alongside their 2 existing IT recruiters.

When we were first introduced to their process it was unnecessarily protracted and the University was missing out on top talent.

The Challenge

Time to hire was 8 weeks+ which is too long in a highly competitive tech market. There was a 2 week void between CV submittal and feedback. Following this, there was another lapse of time to arrange interview availability and confirmations, and a further 10 days until interviews were attended.

As a result, the most experienced candidates accepted other roles during this time and the University was only able to interview the 3rd and 4th ranked candidates.

Yolk spent time at the University meeting key stakeholders including HR, CTO, Procurement, Development Manager and Project Managers to understand the limitations of the University when recruiting and we were successfully able to streamline the process, whilst remaining compliant with their recruitment constraints.

Multiple Roles Recruited for:

- ✔ Business Analysts
- ✔ Project Managers
- ✔ .Net Developers
- ✔ Software Asset Managers



This was achieved by

- ✔ Ensuring speedy mobilisation for interview by pre-arranging time to sift on date of role closing
- ✔ Arranging availability with University to interview on Week 2, blocking out interview times in their diaries. This enabled candidates to keep this time free so we could guarantee availability and book interviews immediately
- ✔ York held first stage telephone interviews on behalf of the University based on the candidate's availability. This was convenient for the candidates and saved the University time
- ✔ Ensuring key decision makers were involved in the face to face interviews enabling them to make a decisive hire.

As well as attracting active candidates for a number of technical roles for the University, York were also able to deliver a volume of high calibre passive candidates. This was achieved by:

- ✔ Gaining high level of referrals from existing networks within relevant verticals
- ✔ Engaging passive candidates through a series of York run events such as bi-monthly Tech Talks and Digital Insights
- ✔ Identifying and engaging passive candidates through the expert use of LinkedIn Recruiter.

Results

Due to the results of the improved recruitment process, and a focus on passive candidates, Yolk were able to:



Successfully fulfil a number of technical vacancies including Business Analysts, .NET Developers, Project Managers and niche Software Asset Manager vacancies



Reduce time to hire from 8 weeks to 3 weeks



Established an exclusive partnership with the client for technical roles following ongoing success



Gain referrals into other departments following success of technical partnership. We now work with this University across HR, Communications and Finance teams.



If you'd like to hear more about how Yolk Recruitment can help reshape your recruitment needs, get in touch.

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