

CASE STUDY



City Council

This project was managed by a team of Arch Resourcing recruitment specialists including a Manager, Consultant and Compliance Manager.

> THE CHALLENGE

City Council required 15 qualified social care professionals, with an emphasis on overseas talent, with Australia and New Zealand as the primary source. The challenges facing City Council were lack of candidate supply and limited exposure to attract the talent needed.

Candidates were screened by experience and qualifications to ensure all applicants met compliance standards. They were then interviewed prior to presenting a short list of the most aligned and qualified candidates.

> OUR APPROACH

The priority to ensure efficient delivery was to gain in-depth understanding of the client's requirements. This involved multiple meetings to identify needs and engage effectively in a local market. Discretion was pivotal, keeping the client anonymous to attract the widest pool of talent for larger selection.

Beyond recruiting, we offered salary benchmarking for overseas clients and an overview of market conditions affecting the candidate population, further supporting our client achieve their outcomes efficiently.

> THE OUTCOME

We achieved a

90%

success rate – fill ratio.