



Clarity Integration – Profile of client

Clarity Integration are a specialist IT Consultancy, specialising in Business Intelligence, Data Migration Projects and Performance Management Solutions. Boasting names like Carphone Warehouse and Cable and Wireless as their customers, they are at the forefront of their field. Based in Buckinghamshire, UK they employ around 40 staff.



Question

Historically Clarity Integration have used a range of recruitment agencies to bring in new talent to their rapidly growing company, paying the traditional recruitment fee for each individual candidate recruited based upon a percentage of the starting salary of the new hire. As the recruitment process at Clarity Integration is managed by people where HR is not their main role, dealing with a range of agencies could prove time consuming, and moreover was taking them away from their main daily duties.

Could they find a partner that would deal with recruitment with a more company based view, helping them to achieve their target of 100 employed staff and help them to reduce their costs?

Roland Spiers, Managing Director of Clarity Integration, comments:

“Clarity operate in the strategic consulting space and human capital is the key to our growth and success. SkillVault have proved to be a great partner as they have embedded themselves within our organisation and rapidly obtained a deep understanding of the resource profiling required to exceed our clients expectations. Their collaborative fixed cost approach to resourcing is a refreshing change to the traditional expensive agency placement model - we are saving money and finding people with a much closer fit to our organisational need”.

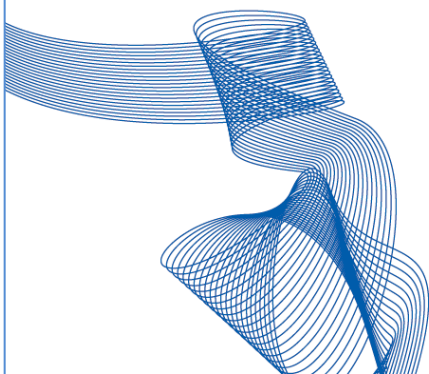




Answer

They could. Talent Recruiter from SkillVault, the next generation talent management agency. SkillVault's Talent Recruiter Package provides a complete recruitment management solution. Within the fixed monthly fee for SkillVault services, Clarity Integration have a dedicated Talent Consultant working from within their offices once a fortnight, which enables the consultant to become a true extension of Clarity Integration's team. They also have access to many expensive recruitment tools such as CV databases and psychometric testing.

The SkillVault package is not charged according to the number of staff hired, and the service has soon started to save money for Clarity Integration compared to traditional agency recruitment fees when annual fees topped £100k through paying a percentage of salary costs.



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SkillVault Achievements

6 months of working with Melissa, their dedicated Talent Consultant, has seen massive benefits for Clarity Integration. They have already recruited four new staff, and SkillVault are actively searching for another 4 open vacancies. Since SkillVault have started working with Clarity Integration, they have promoted their Office Manager up to Office and HR Manager, and she has also benefited from the support of SkillVault's HR expertise during her early months in the role.

SkillVault are working with Clarity Integration on their new dedicated recruitment web pages, ensuring that they gain as much visibility for new available roles as possible.

