

2.0://

What is Recruitment 2.0?

PCR coined the term Recruitment 2.0 to describe the very different style of recruitment service we offer. Just like the difference between Web 1.0 and Web 2.0, Recruitment 2.0 aims to deliver the service our clients and candidates want from us rather than just pushing information out.

We see Recruitment 1.0 as the typical CV shuffling service which many agencies provide, and which, like Web 1.0, means the only differentiator is to shop around for the keenest price available either on or off-line. Recruitment 2.0, like Web 2.0, is an innovative, people and community focussed service, not a take it as you find it, single dimensional service.

So what does that mean to our clients and candidates?



For Clients	For Candidates
By specialising in the digital media sector we have a wide and deep network of contacts, and our consultants are knowledgeable on project types, skills, rates, and availability of great candidates	Through specialising in the digital media sector, we're working with many of the leading Broadcast & Digital Media employers, so we're more knowledgeable about the market opportunities and better connected than our competitors
By building high quality "on-demand" talent pools reflecting our customers requirements, we cut through much of the admin associated with reading cvs and interviewing	By offering our Showcase proactive marketing service, we save our best candidates lots of the time and hassle associated with job hunting
With our purpose designed online technical tests for candidates we remove so much of the guess work our clients have in selecting IT people	By insisting on taking a quality job spec with hiring managers, we can give candidates so much more intelligence and insight into the role on offer, making it much easier for them to decide if it's right for them
We're developing extranets for clients, sharing information and allowing them to communicate with us when and how is convenient to them, building better closer partnerships, and delivering better results	Through the use of cutting edge technology embedded in our workflow, all of our candidates know where they are in their application process, which is more than most of our peers can claim
We're completely transparent about how we're performing with our clients, sharing our KPI and SLA reports, aiming continually to improve productivity and response times.	Every single one of our candidates benefits from a simple "how to win at interviews" coaching session prior to any interview. We also brief the client on what the candidate is looking for as it's not just a one way selection process. So we help both parties sell themselves better and as a result get more job offers.

Our Service to Clients

Every vacancy, whether contract or permanent, is of key importance to our clients, so at PCR we dedicate serious manpower, time, expertise and commitment to finding not just the right person, but the very best person for every single assignment. This dedication of resource, supported by streamlined search processes and cutting-edge technology, enables us to deliver outstanding results time and time again.

Permanent Recruitment

When searching for candidates to fill permanent positions, PCR consultants don't just look for someone who's right for today, but for someone who is excited by the opportunity and will want to remain in the position and with the company for a realistic period of time. Typically candidates placed by us remain in post for two years plus, and move on within the hiring company rather than leaving it for their next role. In fact we're delighted to boast that often the candidates placed by us become hiring managers, returning to ask us to build their teams as they move forward! Candidates come from a range of sources but most often, and most successfully, either from our comprehensive database or from direct networking with key industry contacts.

Contract Staffing

PCR has a long history of managing contract assignments whatever the size or length of the project requirements. The same degree of thoroughness goes into selecting just the right contractor for a role as in recruiting for a permanent position. We understand that our clients need contractors who can 'hit the ground running' as well as seamlessly fitting into their permanent team of employees. Some clients choose the "Contract to Permanent" route for filling key roles to ensure they are recruiting tried and tested staff.

Whatever the contract type, PCR maintain contact with our contractors throughout their assignments and are always on hand to give help and advice whenever needed. We appreciate the role they play in our and your business and treat them with the same care and consideration that we give to our own staff. Our dedicated Contracts Manager ensures that we provide the best possible service.

Almost last but not least... Our Showcase Service

Our Showcase service is a much more personalised and proactive recruitment service that is offered only to the top new media talent in the country.

We maintain one of the UK's best new media databases by following a more rigorous screening, technical testing and referencing process than almost any other recruitment agency. Our Showcase database will alert interested clients to the pending availability of our very best talent.



And finally.....

At PCR we aim to make finding new and exceptional staff a pleasant, efficient and rewarding experience for all concerned; managing every aspect of the recruitment cycle for our clients and handholding each candidate through the whole process. That's why clients and candidates return to PCR again and again.



Recruitment 2.0:// Altogether Better

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