



CHC Resources

Calderwood Han International Group

In-House Recruitment

“In-House Recruitment” is an interim management solution that focuses on improving specialist recruitment for our clients. This service is complementary to executive search and optimised for high volume and team building situations.

“In-House Recruitment” focuses on medium to entry-level graduate appointments - typically packages will be fifty thousand pounds and below - where the numbers of potential candidates are relatively high.

The In-house service provides an effective pre-screening and qualifying service designed to provide a stream of potential employees for final management interviews.

Using bespoke candidate management software, ensures our process is capable of sourcing and managing high volumes of candidates importantly, offers our non-search clients the same high level of service expected from executive search. With accurate and fast feedback on candidates, we tune the candidate source, match-

ing it to the required criteria for a successful hire. This process has proven successful for large, established organisation and smaller, high growth specialists companies. In both cases our consultants operate between external candidate sources

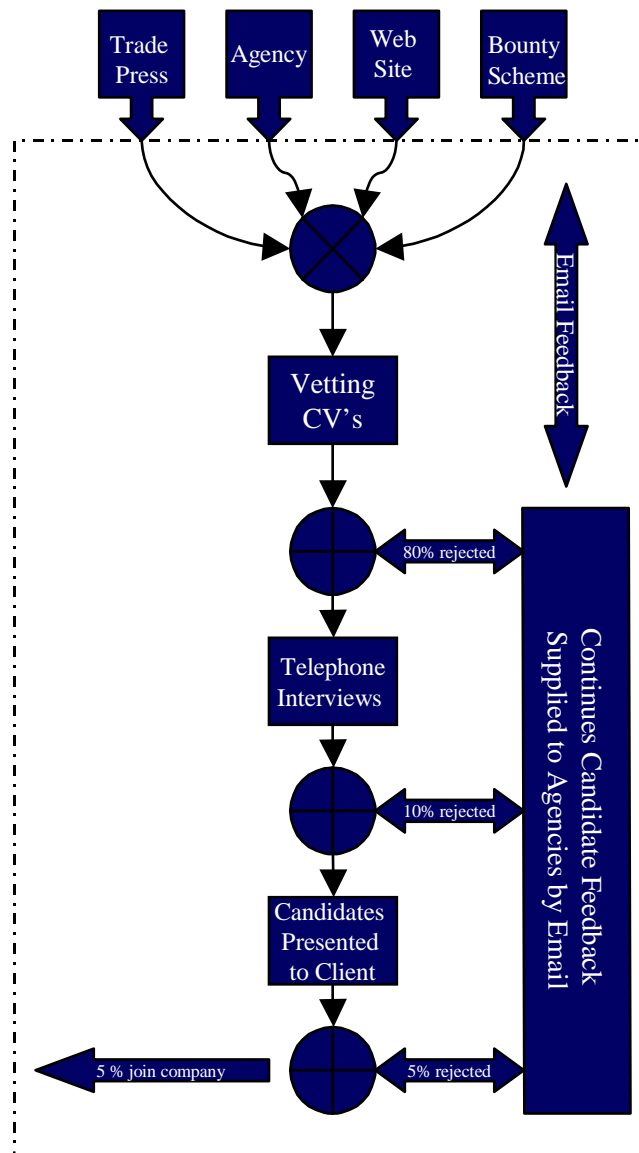
and client management teams, providing a single point of contact for both parties and a time-pertinent and qualified candidate flow on a week-by-week basis.

Within small growing companies, we have found particular synergy with the needs of management and their venture capital and/or other investors.

Time to market is critical as product delivery is a function of team size and team size is a function of applied resource.

“In-House Recruitment” is the resource, that takes over all the early screening in selection activities; from specification to the delivery of well qualified and relevant candidates for final review.

“In-House Recruitment” saves management from the rigours of the recruiting task by managing the candidate flow to ensure



In House Recruitment Management Process