

Shortening the hire cycle for maximum efficiency and maximum success

SET Consulting focuses on understanding and matching the expectations and cultures of our clients with the skills, experience and personalities of our candidates. This allows us to constantly deliver a world-class service to meet diverse customer and candidate needs.

We are an executive search and contingency recruitment advisor with a reputation for excellence.

Successful recruitment projects rely on efficient processes that allow employers to effectively compare and benchmark candidates, and candidates to engage employers and provide honest feedback in a professional, unbiased space.

This is the idea behind our innovative InHouse Advisory service. A value-added package offered as part of our service to clients, InHouse Advisory streamlines the recruitment process by offering wholly co-ordinated back-to-back interview sessions with up to three of the most suitable applicants at the same venue, on the same day.

Not only does this save clients time by eliminating the need to personally orchestrate weeks' worth of interviews, but the entire recruitment process, from interview to offer, is radically shortened, to as little as three weeks.

MAXIMISED EFFICIENCIES

We manage the recruitment process 100% on behalf of our clients.

On the day we:

- Introduce the candidates to the client recruitment panel
- Brief and debrief each candidate before and after their interviews
- Meet the recruitment panel immediately after the multi-interview session to gauge initial candidate preferences, and provide the team with candidate feedback
- Assess all feedback and determine if testing is required or second round interviews
- Guide clients through the entire process

As part of the process we also provide our own professional insights based on current market research and the outcomes of the interviews and feedback session.

To ensure the process remains objective, internal applicants from the client's company as well as candidates represented by other recruitment agencies are also invited to attend the interview sessions. There is no additional charge for this, even if our candidate is not selected.

Following the interviews, we fulfil all necessary reference checks. These details are provided to the client ahead of testing or the second round interviews, which are held at the client's premises to give candidates first-hand experience of the organisational culture and location.

ADVANTAGES OF INHOUSE ADVISORY

There are a number of benefits to clients using this service, including:

- All interviews are coordinated on behalf of the client
- The lead time normally required to schedule interviews and conclude the hire is significantly reduced
- We help clients to benchmark and compare candidates immediately and effectively
- By including clients' own staff, as well as candidates from other recruitment agencies, the process is objective and as comprehensive as possible
- We facilitate direct feedback from both clients and candidates
- An experienced consultant guides clients through the process yet remains independent
- We remain unbiased and will always recommend the best person for the job

ENSURING THE PERFECT PLACEMENT

We structure the interview process to ensure that all eventualities are considered and that the best possible candidates are made available for selection and – even if we don't represent them – recommended for the post.

InHouse Advisory helps facilitate strong trust relationships with our clients and candidates. This enables us to better match applicants to employers, ensuring our clients' skills, personality and culture-fit requirements are successfully met.

INHOUSE ADVISORY PROCESS

