

## Case Study Recruitment of Head of ICT – South West of England

Following a competitive tender exercise where we were asked to demonstrate a proven track record in the sourcing of similar senior Heads of IT posts, we were appointed by the client to run a retained executive search to fill their post of Head of ICT. For the client this was a key hire, and as one of the most prestigious public sector organisation in the region a high profile and important appointment.

Following appointment by the client the initial process included defining a bespoke end to end recruitment process, including the unique requirements the client had for the Head of IT role. As part of this meeting were conducted with key stakeholders, including the Senior Managers / Directors of the client and key personnel within the Human Resources (HR) department. These key relationships were then maintained and communicated too throughout the process.

This resulted in an indicative recruitment timetable that allowed us to define our recruitment strategies, adverts and write an internal recruiting plan.

Utilising this plan we conducted our search to identify and attract the best talent available from all the resources at our disposal. In conjunction with our search we worked with HR at the client to manage all direct and internal applicants to ensure that a fair and open recruitment exercise was conducted for all applicants.

As a result of our search and selection activities, all shortlisted candidates, had been screened for suitability. This included a face to face interview, technically interview by an independent IT expert and completion of a comprehensive application form drawing out relevant skills and experience. All of these activities were completed prior to the presentation of the candidates to the client.

The expert also contributed to the client interview process by creating interview questions to be used by the client recruiting panel. This evolved creating a topic for candidates to prepare and present against, and a set of technical questions to test certain strategic elements of the candidates.

We presented the shortlist on the agreed date and the client chose to interview all the candidates presented to them. During the day of the interview we worked closely with HR to ensure all online psychometric tests and presentations topics were issued at the appropriate times, completed and returned to the tight schedule.

On the day of the interview the Technical Expert we had provided was included in the recruiting panel and spent the day with the client. They participated in the interviews to provide an independent technical assessment of the candidates from their performance in the interview.

Itecopeople had a senior member of staff working at the client site for the interview day. Thus ensuring contact communication with the HR stakeholder throughout the day, and to debrief all the candidates post interview to gain their early thoughts and feedback on the interview. In one case we also took the candidate who would be relocating to the area on a local tour to introduce them to the highlights of the local area.

Following a successful interview day the client successfully appointed one of the external candidates to the post of Head of ICT whom they were delighted to have found via the above process.