



REED

Talent without
boundaries

Reed's Global Resourcing Team has a proven track record of managing successful international recruitment drives, both on a permanent and temporary basis in the Health, Finance and Accounting, Social Care, Engineering and Technology sectors.



Our dedicated international teams work collaboratively and effectively to provide managed international recruitment solutions for our clients. We focus on permanent recruitment and retention projects and have extensive experience of managing permanent overseas recruitment programmes. Furthermore, staff in our dedicated international centres will arrange all aspects of pastoral care for candidates arriving into their new country – including immigration, tax, national insurance, tax file number or equivalent, banking advice, accommodation, transport arrangements and any additional welcome services.

We provide a number of managed recruitment packages which span the full recruitment life cycle, from candidate attraction to relocation management and post-placement support. Projects are bespoke to the individual client with a choice of interview options including video-conferencing and full project management of in-country interviews.

At Reed Global Resourcing, we believe that any prospective supplier of employees must fully appreciate the integral part they play when providing staffing solutions. Our approach to the recruitment process is based on the following principles:

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A thorough and realistic sourcing strategy
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A framework for continuous improvement
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Comprehensive screening and referencing
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Transparent and competitive charging models
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Excellent pastoral care services to enhance the candidate experience
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Sourcing strategy and implementation

In each managed recruitment project the key requirements, timeframes and priorities of the client are discussed and agreed with the Reed Global Resourcing project team, prior to a sourcing strategy being implemented.

Key phases of the project plan include:

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Understanding the client requirement in full

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Identifying the source country

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Advertising and media strategy
(including a bespoke microsite)

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Database search

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Networking within commerce and academia

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Candidate screening (including language
testing and verification of qualifications)

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Facilitation and financing of multi-site video interviews

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Managing the offer process

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Paperwork collation (including police checks and
immigration requirements)

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'Meet and Greet' and a customised welcome service

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Continued pastoral care

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Post project review
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“Market knowledge and reach is fundamental to the effectiveness of any resourcing solution and Reed Global Resourcing not only demonstrated this, they combined it with their project management and recruitment process experience to deliver the required volume of quality, briefed and motivated candidates to agreed timescales and costs. They then went on to ensure engagement and support was provided to both the successful candidates and us, the client, demonstrating excellent customer service and commitment to the project.” Hugh Lloyd-Knibbs – HR Manager, PiC.

Case study 1 Partnerships in Care

Partnerships in Care (PiC) is one of the UK’s leading independent Mental Health service providers

In 2008 PiC has 80 live vacancies for Healthcare Assistants UK-wide

Phase one – Reed Global Resourcing’s London team implemented the first recruitment drive sourcing 25 Healthcare Assistants from Poland, in a multi-centre trip to Poland in December 2007

Phases two and three – The team will implement similar managed solutions in both Lithuania and the Czech Republic, to ensure the project target is met

Case study 2 University of Southern California, Los Angeles – USC

The managed solution involved working alongside USC to provide 12 month placements for MSW (Master of Social Work) qualified Social Workers within UK Local Authorities

In 2007, eight qualified Social Workers were relocated from the US to the UK and placed successfully into Brent and Enfield councils

In 2008, 25 qualified Social Workers are being relocated from LA to the UK and placed into four different councils countrywide

The Reed Global Resourcing Team has facilitated full project management services and relocation assistance to the Social Workers

Pastoral care

We understand the need to provide clients with permanent employees from overseas – who remain in their roles for a significant amount of time. Minimising staff turnover and sustaining retention are both key objectives for Reed's Global Resourcing Team.



Not only do we provide our clients with an exceptional service in terms of ensuring that candidates are of the right quality – we also provide overseas recruits with a comprehensive pastoral care service – to facilitate their introduction to living and working abroad. This will help candidates to adapt and enjoy their new lifestyle, as well as aid retention rates.

Our ability to manage candidate expectations and meet the demand for key information gives us a competitive advantage. Some of the services we offer are:

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 Dedicated international centres based strategically across the globe, staffed by recruitment specialists

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 Access to internet cafés, professional journals, travel and accommodation advice

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 Assistance with setting up bank accounts, national insurance numbers, tax file number or equivalent and immigration advice

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 Pre- and post-departure support, email and telephone advice provided by specialist staff on all aspects of relocating and living in the destination country

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 Induction manual

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 Information about professional indemnity and professional unions

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 Networking with other candidates in similar situations

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 Professional specialist advice

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 Trans-cultural advice to help candidates understand the destination country, culture and customs

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 Services are also available remotely to those candidates based outside of London, Melbourne and Sydney.

Benefits

There are multiple benefits in the application of Reed's managed service solutions:

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Each project is designed to meet with the specific needs of the client
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The process is managed from inception to completion, including functions sometimes handled by HR
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In addition to short-listing candidates for interviews, we support the interview and selection process
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We manage the pre-interview and post-interview briefing sessions, including all necessary paperwork
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With dedicated international centres, we provide a fully comprehensive pastoral care package for candidates to aid relocation, resettlement and retention
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Our commitment

Reed's Global Resourcing Team's vision is to provide a world class service to our clients by:

- 1 Clearly understanding our clients' requirements and tailoring our services to clients' needs
- 2 Mirroring the values and beliefs of our clients
- 3 Delivering a quality driven service
- 4 Identifying the best calibre candidates to fit our clients' technical, clinical and cultural requirements
- 5 Managing client and candidate expectations alike
- 6 Providing an outstanding level of pastoral care to support the relocation, transition and retention of overseas candidates
- 7 Working in partnership to drive ethical and successful campaigns
- 8 Delivering genuine value for money

Working in partnership with our clients, we know that each organisation is different, with distinct structures, requirements and needs. We take the time to listen and learn about your organisation and ensure we provide the most efficient service for your own particular circumstances.



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