

Case Study

BUILDING OUT DATA CENTRE TEAMS IN DUBLIN

THE CHALLENGE

The mission we were tasked with was hiring a large volume of candidates, on a contract basis, with varied Data Centre skillsets like Network Engineers, Data Centre Technicians and Data Centre Warehouse Operatives, across different locations.

From offer stage to the starting date, we had a two week turn around period to facilitate the needs of the Hiring Managers, by getting new starters set up on their systems and organising badges and inductions.

This window also allowed us to complete the necessary background checks as part of our onboarding process.



OUR ROLE

We were well positioned to work on this project as we are experienced in dealing with these teams for 10+ years. By doing this we have never been in any situation where we haven't been able to find the candidates to put into the selection process, our job fill rate within data centres is at 90% on average.

Through the power of job boards, our unintentional referral scheme and focusing on our D&I strategies, we were able to deliver.

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GEMPOOL'S SUCCESS

In terms of numbers this year alone we have had 58 new contractors across the four data centre teams, in this time we have had 19 contractors interview for permanent positions and 17 have been successful, this is a success rate of 88%. Of the 58 contractors 88% have completed the full contract length or have been extended. We feel that these statistics demonstrate the quality of the contract workers we are representing.

This year we have a success rate of 88% of our contractors completing their fixed term and any further extensions. Of the remaining 12%, we had to release them early from their contracts or they handed in their notice to move on to another opportunity.

In situations like this we ensure to move quickly following directions from hiring managers regarding any issues on site. We bring all contractors who are being released to our office the following day to off-board in line with our clients procedures, reclaim any assets and badges. We then communicate this with the involved line manager and will offer up a short list of replacement candidates to review for interview within a day or two.



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Here's a quick glimpse into what our past candidates had to say about us:



Daniel Cerrajero

4 reviews



★★★★★ 9 months ago

Nearly one year working with them, very professional from Mark my Sr. Recruiter to Gary in Payroll. Never had an issue and would absolutely recommend GemPool to my family and friends when needed. Absolutely brilliant overall, they've always been there for me.



Shenny John

3 reviews



★★★★★ a day ago **NEW**

I didn't get enough time to know everyone, but as per my experience Gempool is very professional and so supportive. My recruiter Mark was really a gem of a guy. He was there with me on my each step.



Milrose Ndebele

2 reviews



★★★★★ 6 months ago

A very professional and overall great company to work for. I worked for them for about 8+ months and they have just been helpful throughout my entire employment. Mark and Gary (to name a few) were extremely helpful and hands on with everything. Any questions I had - Answered!

I Would definitely recommend GemPool to anybody!

Thanks for everything!



Syl Kre

1 review



★★★★★ 2 months ago

Very professional recruitment agency, helped me a lot to start my carrier in IT. Highly recommended based on my experiences with the Gempool team. Special thanks to Mark...

