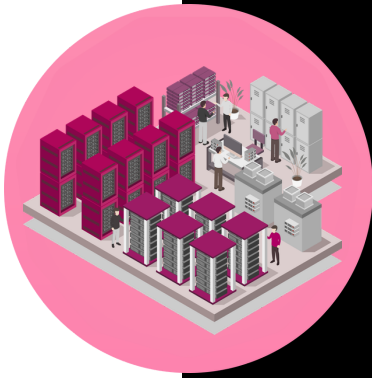




DELIVERING A HIGH-QUALITY DCO LAB ANALYSIS FAILURE TEAM THROUGH TARGETED PIPELINING & REFERRALS

Our hands-on candidate management and interview preparation drove rapid conversions, reflecting the high quality of our talent. This success solidified our standing with the client, establishing us as a trusted partner for future hiring.

AT A GLANCE

CHALLENGES

- Candidate drop-off increased due to change in shift pattern.
- Securing candidates who can commit long-term despite the commute and shift constraints.
- Keeping candidates warm throughout the lengthy interview process.

WINS

- A key win from this project was the speed and quality of delivery on an exclusive requirement.
- Early conversions demonstrated our strong talent quality, with one hire becoming permanent in just two weeks and another reaching a blue badge interview within four.
- Hands-on interview prep and active candidate management ensured alignment, directly boosting our success rate.
- Successful delivery and early conversions solidified our client relationship, establishing us as a trusted partner for future hiring.

OBJECTIVE

The objective was to build and deploy a team of 7 candidates for a DCO Lab Analysis function within a data centre environment. This requirement was given to us on an exclusive basis, following previous successful delivery for the same client.

The focus was not only on filling the roles within a tight timeline, but also ensuring high-quality candidates who could perform well in a technically demanding environment and have strong potential for future conversion.

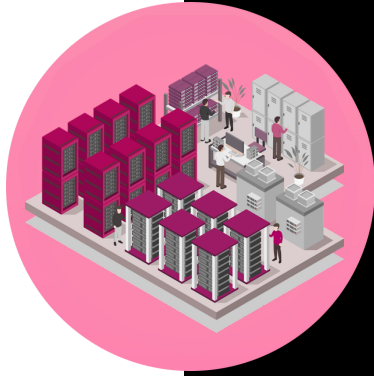
SOLUTION

To ensure consistent delivery we focused heavily on leveraging an existing talent pool. Many of the candidates engaged had previously been in process with the same client for different roles, which helped in building trust and reducing time to hire.

Referrals were also a key part of the strategy. Our consultant secured 3 strong referrals from candidates they had previously placed, alongside the 4 referrals from the client. This allowed for a more targeted and reliable pipeline of candidates who had a better understanding of the environment and expectations.

A key part of the approach was conducting detailed interview preparation sessions with each candidate. By supporting them on both technical topics and logistical aspects of the role, ensured that they fully understood the expectations, shift patterns, and interview structure. This helped improve their confidence going into interviews and contributed to stronger performance despite the difficulty of the process.

Throughout the process, our consultant maintained clear and transparent communication, setting expectations early to minimise drop-offs at later stages.



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RESULTS

#1 Key result

7 offers were secured, with 6 candidates successfully starting. 1 additional candidate (client referral) was successful but unable to join due to personal circumstances.

#2 Key result

21 CVs shared, resulting in 15 interviews and 7 offers.

#3 Key result

The role was assigned on February 13th, with 5 candidates starting on March 23rd, 2026, and 1 additional candidate starting on March 30th, 2026 ensuring timely delivery against client expectations.