NST
RECRUITMENT

www.nstrecruitment.com

An innovative & diverse global recruitment consultancy within IT, Digital & Finance

We are
NST Recruitment

NST is an innovative recruitment consultancy providing IT, Digital and Finance resources to fulfil a contract or permanent resource need. Incorporated into the solutions we provide are our values of: Honesty, Innovation, Passion, Commitment and Quality.

Honesty

Innovation

QUALITY

Passion

1. Contract Recruitment

Whether it's an interim, short-term or project requirement we can provide you with an individual resource or a team. When searching, securing and providing skilled resource NST is always proud to represent your organisation.

Our quality process ensures that we only provide contract resource whose skillset and experience match the role and/or project requirements.

In addition, we ensure all resources are vetted, referenced and fully aware of your organisation's culture and values.

Practical and logistical elements relating to any assignment or project are also well-considered and shared when appropriate.

2. Project Resource Management

Traditional managed service providers charge a premium for supplying and managing project resources. This is because they have high salary costs or are sub-contracting the resourcing to companies like NST.

This elongated supply chain creates unnecessary cost to you, which the managed service provider justifies by applying a 'service wrap' to the resources provided. NST is able to provide and manage resources on a project basis at a significantly reduced cost to traditional managed service providers.

What is more, we are able to provide project resources direct to you with agreed SLAs and KPIs, in effect a mini-managed service. Key to making this model successful is a collaborative tripartite comprised of: the NST project delivery team, your teams, and of course the resources provided.

3. Permanent Recruitment

Our skilled recruiters search for suitable candidates from a variety of sources. First is our database of candidates built up over the last 5 years. Called Bullhorn, it is an industry standard cloud- based database system. It is a highly dynamic and functional database system which closely aligns with our recruitment workflow.

With regards to candidate specific functions, Bullhorn allows us to assign various attributes to each candidate's record thus making the search process very fast and effective.

NST also has access to a variety of job boards and web advertising as well as networking tools such as LinkedIn and Xing. We also have a comprehensive referral scheme. Candidate referrals are an important part of our candidate sourcing strategy and we offer a reward scheme for the referrers.

Candidate Assessment

Once ascertained that a candidate is suitable for a requirement, an in-depth interview, which includes any technical requirements takes place to assess the candidate's suitability.

This is followed by a second intensive interview held by one of our experienced recruiters, all in accordance with your specific requirements.

NST is able to supply computer based technical tests, which are affiliated to professional standards and conduct rigorous referencing when required.

4. Recruitment Process Outsourcing

Recruitment Process Outsourcing (RPO) is transferring one or more elements, or even all of your recruitment to a service provider. Your reasons for transferring may relate to: cost reductions, organisational restructure, desire to centralise the process, maybe to gain access to leading recruitment tools and expertise, or a desire to increase quality of hire.

Whatever the case, NST works collaboratively with you, advising and guiding where appropriate to ensure organisational objectives are met. Establishing SLAs, KPIs and progressive milestones is key to success.

Key to a successful RPO program is our ability to:

Understand and align strategic business objectives to recruitment activity

Deliver recruitment technology advancements

Engage, articulate and represent your organisations brand, culture and values

Be agile and responsive to the changes that occur in the Labour Market

Implement advanced recruitment performance metrics

Be agile and responsive to the changes within your organization

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