

# Permanent Recruitment

## Case Study

### Client Details

A centre of research and higher education in Scandinavia.

### Length of Client Relationship

Agenda Resource Management has been working in partnership for over three years.

### Project Heading

Permanent Recruitment Campaign

### Further information

info@agenda-rm.co.uk Or jobs@agenda-rm.co.uk

### Overview

Our client (founded in the 17th Century) prides itself on being Scandinavia's largest institution for education and research. As a result of an exciting period of investment and growth, Agenda was approached to find an experienced professional within the biomedical research field. The successful candidate was to assume the role of 'Director of Biomedical Services', contributing to the design and operation of a proposed new facility, and the bringing the integrated services, with an operating budget of over £5 million into effect.

### Agenda's Role

Agenda Resource Management was engaged to manage a comprehensive recruitment campaign, from helping our client define their specific requirements in the early stages, to negotiating the successful applicant's acceptance. Our unrivalled knowledge of our contacts within the laboratory animal science field enables us to provide the following services:

- Defining our client's requirements, and writing a detailed job description and person specification.
- Advising our client on appropriate salary levels and comprehensive benefits package.
- Extensive search of the Agenda database.
- Writing copy, and managing the placement of advertisers in appropriate national and international publications and websites.
- Managing candidate response to advertisers.
- Headhunting of candidates in senior positions to secure their interest in the vacancy.
- Providing detailed profiles and CVs of 12 applicants, along with Agenda's recommended shortlist of 4 applicants.
- Making all arrangements for 3 selected applicants to travel to Scandinavia for interviews and tours and providing them with detailed information in advance.
- Advising the interview panel of 13 members on appropriate questions and interview technique, as well as providing a consultant to sit on the interview panel.
- Providing detailed feedback to applicants and our client following interviews.
- Arranging references and security checks for the successful applicant.

### Outcomes

Agenda successfully recruited a Facility Director within the agreed timeframe and costs

### Future Developments

Agenda (in conjunction with the newly appointed Director of Biomedical Services) successfully recruited other team members including an Animal Research Veterinarian, further cementing our excellent business relationship with this client.