CLIENT CASE STUDY

Equinox Converged Solutions

The Client

Equinox is a major provider of applications and infrastructure services for the UK Public Sector and Education, and a number of leading private sector companies.

They provide organisations with multi-layer solutions, facilitating 'universal access' for users, to help their customers improve the services they offer and achieve their strategic outcomes.

The Situation

Equinox had won a large Public Sector deal to provide a major Educational grid with Internet Service provision and related services.

This required Equinox to deploy services across a great many locations in a short space of time, which in turn meant the need to hire a number of strategic staff as well as 15 field based engineers.

The Solution

Charlotte James Associates was retained to search for a variety of strategic staff, but also all 15 Engineers.

The recruitment was treated as single campaign that was to be Project Managed by Charlotte James Associates.

The Result

Charlotte James Associates appointed a project Manager who co-ordinated National, Regional and Trade advertising campaigns. This was supplemented by the Charlotte James Database and strategic Executive Search

All candidates were assessed by Charlotte James and the appropriate candidates were invited to a series of Hotel Open Days hosted by Charlotte James Consultants.

The Open Days were organised to enable a Charlotte James Consultant to first interview the candidate and if successful passed in to a separate room where an Equinox Manager interviewed the candidate further. Successful candidates at this stage were passed to a final room where they were interviewed by the Equinox Human Resource team.

Following each Open Day the Charlotte James Project Manager and co-ordinators worked with Equinox to make acceptable offers to receptive candidates. Quick start dates were agreed as were essential new hire training schedules.

Charlotte James Associates oversaw the entire campaign to complete the hiring of over thirty staff within a four week period enabling Equinox to start their Public Sector Project on time and with all the skills necessary for the project to start smoothly.