

## CASE STUDY ONE

# OASIS MICRO TECHNOLOGY

### Problem:

OMT Limited were looking to actively grow the reselling arm of their operation, however the recruiting of an experienced Area Sales Manager with the right track record was proving difficult.

Traditional advertising, job board adverts/searches and local recruitment agencies had proved unsuccessful.

Locality, correct industry knowledge, correct track record, remuneration on offer etc had all been quoted as reasons as to why the position had not been filled.

### Requirement:

SER Limited approached OMT with the proposal of using "Executive Search & Selection" services in order to fill the vacancy.

### Approach:

SER Limited, carried out a full and detailed job brief and compiled a list of "proactive" actions that would be completed in order to present OMT with a short list of potential candidates that SER could approach in order to promote the opportunity.

### Process:

Through an excellent understanding of the requirement and knowing the company's history, future plans and culture, SER Limited proactively spoke to potential candidates to establish interest from individuals who were otherwise not actively looking for a new position.

### Results:

Three candidates were highlighted to OMT within the first three weeks. All candidates were in the right location and more importantly had the right experience within specific IT Hardware solutions.

The position was successfully filled by SER Limited after four weeks.

### Comments:

"SER provided a service that was professional and above all successful. It was about finding the right person with the right skills which they successfully did. I would also like to stress that the high level of communications from SER made them a pleasure to work with."

*Mr. Rob Docherty (MD)*