

Services that SER Limited can provide to our clients:

- ➔ Advert Management
- ➔ Standard Contingency
- ➔ Retained Recruitment Solution
- ➔ International Recruitment and Executive Search
- ➔ Managed Recruitment Services
- ➔ Video Interviewing
- ➔ Reference, CRB, Financial and Right to Work Services

To find out more about the services SER Ltd provide, contact us:

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# Client Case Study



**CAPITAL ENVIRONMENTAL SERVICES**

**How did SER Ltd service Capital Environmental's recruitment needs?**

## Case Study: Capital Environmental Built Environment: Asbestos in New Zealand

### About Capital Environmental

In New Zealand (NZ), there are employment laws in place to help keep workplaces fair, and regulations are in place that means that positions have to be advertised in New Zealand, and Australia, before they can be assigned to a UK recruitment agency.

The UK is approximately 15 years ahead of NZ within the asbestos industry; therefore it is no surprise that the levels of qualifications are higher.

Asbestos service related skills have been commonly difficult to obtain over the years in NZ so Capital Environmental Services have developed and implemented a robust and documented internal training process for all their staff.

CES, who have been carrying out IANZ accredited asbestos services in the Wellington region and throughout NZ for more than 25 years, approached SER Ltd to assist them finding the right candidates after they were unable to find suitable employees on home soil.

### How did Arcus come to work with SER and How did SER find the right candidates for the job?

SER identified candidates who were ideal for the role, and talked them through the process that would be involved if they got the position.

Changing employers is a big decision for anyone, in fact it's one of the biggest decisions you will ever make so imagine the scale of that decision when it involves travelling more than 10,000 miles, moving your family, leaving other family and friends behind and adjusting to a new way of living, in a place you don't know very well.

Time differences meant that interviews had to take place between 6 – 8 am GMT via Skype.

Offer letters for successful candidates arrived with supporting documents for VISA applications, which allowed the candidates to commence the process, which can take up to 6 months to complete.

SER have a sound understanding of the process and are always available for the candidate to ask any questions that are needed while they are undergoing their visa application, medicals and arranging for personal belongings to be delivered transported to their new homes.

### What did Capital Environmental say about working with SER?

*"Excellent services, great to deal with, very professional and helpful,  
Thanks SER."*

### What did candidates who have made the move to NZ have said about SER?

*"SER were extremely helpful throughout the whole interview & immigration process, their sound advice made what seemed like a daunting feat a breeze. I would definitely recommend SER's services for anyone considering a move to New Zealand"*

*Candidate, Daniel Cameron*

*"SER found my CV online and contacted me to fill a role in New Zealand. They encouraged me along the way, regularly provided feedback which really helped me make my big move. Throughout the whole process they always found time to answer any question I had, with no question too small, and provided great communication with my future employer.*

*SER are very approachable and treat their job with passion and dedication.*

*I am very excited to start my new career! Thank you SER for providing this once in a lifetime opportunity"*

*Candidate, Martyna Rozycka*

*"SER helped me find a job in New Zealand and were extremely helpful. Their communication between me and my perspective employer was excellent, they made the process very easy and without stress."*

*Candidate, Rebecca Lloyd*