



GCS360INTRO

THE ART OF RECRUITMENT

Revolutionising the candidate
assessment and presentation

Our award-winning combination of advanced technology and cutting-edge methodology produces, in-depth candidate assessment, streamlining the recruitment process, reducing costs and commercial down-time, and increasing new employee retention.

- ✓ Cutting Edge Technology to Improve Recruitment Processes
- ✓ 96% Employee Retention
- ✓ Video Introductions Reduces Time to Hire by 70%
- ✓ Fast & Accurate Candidate Selection
- ✓ Save Time and Money on Your Critical Recruitment Campaign
- ✓ Eliminating Recruitment Frustration
- ✓ Removing Risk From Recruitment
- ✓ Guaranteed Results
- ✓ Professional Representation

Client Comments:

"I'd just like to say thank you. I've actually enjoyed the recruitment process. GCS put three candidates forward for one position within my region. I've ended up taking all three on within the business"

Candidate Comments:

"GCS Associates are by far the best recruitment agency I've dealt with. I've had a say in the entire process – this has never happened before. Thank you"



GCS360Intro dramatically improves the recruitment process and targets x5 key areas.



Professional Representation

Through GCS360Intro, we can represent all parties professionally. Professional representation of our clients. Professional representation of our candidates. Professional representation of ourselves enabling us to provide the highest levels of service.



Minimising Commercial Downtime

We take the burden off your shoulders. We are all time poor and recruitment eats into an already busy schedule. By providing an intelligent and responsive service, GCS360Intro uses certain tools to minimise your commercial downtime (Video Introductions are said to reduce the time to hire by 70%).



Interview Efficiency

With GCS360Intro no more time is wasted interviewing unsuitable applicants. We ensure that any candidate seen by our clients will be suitable, well prepared, interested, engaged and of interest to the client. The only dilemma being which candidate to employ.



Retention of Staff

We all know the importance of staff retention and how costly it is when we get it wrong. Staff retention is absolutely critical for a business's succession planning and there are a whole host of unseen costs associated with staff attrition. GCS360Intro dramatically improves staff retention. 96% of those employed by the process are still in their role 12-months later.



Reduction in Overall Cost of Recruitment

Incorporating new technology and incorporating data from an independent report, GCS360Intro can demonstrate the true cost of poor staff retention. By improving your staff retention, we are able to pass on considerable cost savings.



Employer Experience

- An easy-to-use, cloud-based, mobile-enabled platform that is secure and viewable 24/7.
- View detailed campaigns, look at candidate assessments and leave comments for colleagues all in one place.
- Physically see your applicants with the candidate's photograph and video introduction.
- Don't just read through their CV and make a judgment. We provide psychometrics, job fit reports, key facts, competency-based Q&As and much more.
- Eliminate risk in the process. Wouldn't it be helpful to have an insight into how a candidate would perform in the role before you hire them or better still before you even interview them? With GCS360Intro and our in-depth assessment you can do just this.
- Remove the time-wasters through in the assessment process. Only interviewing those highly engaged and committed to the vacancy.
- Read progress reports that keep you right up to date with the campaign from start to finish.
- Let us take the time burden off your shoulders. We do everything for you, sending you logins when it's time to view the campaign and candidate selection.
- Attract better talent.
- Achieve 96% staff retention rates.
- Save time and improve Interview efficiencies.
- Reduce the overall cost of recruitment.

GCS360INTRO EN Logout Michael Perry

Huws Gray Branch Manager

Close Dashboard

Background & Requirements

The group is growing fast and already has a 40% global market share (80% in the UK) with no individual competitor coming close. The market offers tremendous opportunities for growth in a world where the population is growing, the temperature is rising and, currently, only 3% of the land mass is irrigated.

Client Company Ltd UK currently has a turnover in the region of £20m and employs 500 people directly in sales, admin, purchasing, finance, service and logistics functions.

The current route to market is two-fold: (1) selling direct to end users, such as sports clubs and agricultural clients, and (2) through five specific dealers/distributors who sell Client Company Ltd products almost exclusively. These dealer / distributors are dotted around the UK and vary in size but, on average, employ 2-3 sales reps each, giving Client Company Ltd a huge amount of exposure in the marketplace.

With the above in mind, it has been agreed that Client Company Ltd UK requires a Sales Director to take over the running of the business and push it to the next level. This is clearly a fantastic opportunity for the right person; however, it won't be without challenges and therefore requires an experienced, charismatic professional with an appetite for change, development and success.

The first 12 months at the post will be a critical time for the successful candidate and, given the recent history of the business, they will need to quickly gain the trust and confidence of the existing workforce.

In terms of advancement the sky really is the limit and, if successful, this person will have the opportunity to take a more senior position in the company.

The Type:

We are looking for someone who leads by example and will do whatever is necessary to get the job done. Someone who is willing to roll up their sleeves and "dig in" when the going gets tough. Given that employees look to their managers/leaders and will, to a certain degree, copy what they do, someone with high standards, ethics and principles is an absolute must.

The Servant Leader:

Candidates

- John Smith
- Sarah Hudson
- Laura Kelly
- Harvey Smith

★ Toggle Shortlist

Documents

- Job Spec
- The Three Levels of Assessment
- McQuig Job Survey
- McQuig Comparison Chart
- Progress Report
- Candidate Briefing Pack
- Key Competencies

Benchmark Graph

GCS360INTRO EN Logout Michael Perry

John Smith Huws Gray (Branch Manager)

Back to Campaign

Add to shortlist Request interview Make an offer

Executive Profile

John has emerged as the leading Candidate within the campaign, based on a blend of his Benchmark strength & his attractive/cost effective salary level - In our opinion the "Frontrunner" in terms of presentation to "Intro".

John Smith is an experienced candidate having spent the last 7 years as an international sales manager, responsible for agents and distributors across the EMEA. John is a natural sales person and has a solid reputation within the industry as someone who demonstrates a high degree of integrity, loyalty and always delivers exceptional results.

A classic example of an individual where "what you see is what you get", John is a straight-talking businessman who comes across naturally as honest and trustworthy. It is, no doubt, this quality that has contributed to his success, both in individual sales as well as in managing agents and distributors globally.

The "McQuig World Survey" indicates that John is a strong match and falls within the desired range in all four behavioural scales; a very rare result. It describes him as someone who is "Independent, he is tenacious in his prospecting activities and will likely be a good objection handler" and "Doggedly persistent, he is not afraid to ask for the order repeatedly and try new approaches if rejected."

John has the experience and skills required to excel in this position, and his professional approach could be exactly what is needed to help him to quickly and effectively fit into Client Company Ltd's company culture.

John is looking to take on a sizeable challenge that will allow him to continue to utilise his contacts globally. Along with the above, these are two more reasons why we believe he makes a highly attractive candidate for this opportunity.

Documents

- CV
- McQuig
- Key Facts
- References
- Key Competencies

Candidates

- John Smith
- Sarah Hudson
- Laura Kelly
- Harvey Smith

★ Toggle Shortlist

Download Video

Leave a Comment

No Comments Found

Candidate Experience

- In a competitive and skills shortage market we give the candidates the very best experience on your behalf.
- Attract the best talent and make your business / vacancy stand out from the crowd with our 14-page Candidate Briefing Pack
- GCS360Intro gives the ownership of the application back to the candidate. No longer having to rely on third parties to demonstrate their suitability to the position they are applying.
- The candidates know that via GCS360Intro, if they get an interview, the client has an in-depth knowledge of them. The candidates are fully engaged in this career move.
- Candidates applying via GCS360Intro know the staff retention rates are extremely high. Giving them a sense of security in their application.

Have you ever suffered from any of the below? ...If so then GCS360Intro is for you:

- ✓ Too many CVs being sent from various sources
- ✓ CVs being thrown at you by the consultants in the hope they will stick
- ✓ Shifting through dozens of CVs (mostly unsuitable)
- ✓ Having to analyse and make assumptions on these CVs
- ✓ Having to rely on a basic overview of a recruitment consultant
- ✓ Agencies squabbling over 'candidate ownership' that you have to deal with
- ✓ Looking forward to meeting an applicant only to be let down as soon the interview begins
- ✓ Allocating precious time to interview only for the candidate to not attend
- ✓ Getting to final interview only for something to happen that results in the entire process starting again from scratch
- ✓ Having made an offer of employment to find out the candidate has decided to stay where they are
- ✓ Having finally made that all-important appointment, it 'doesn't work out' and the individual leaves within the first few months

These are all extremely costly in terms of your time and your finances. With GCS360Intro we remove this time-wasting element and the guesswork from the recruitment process. Improving your recruitment process, saving you time, money and engaging with the best talent available.

Contact us to learn more: T: 0161 660 2548 E: enquiries@gcsassociates.com

Contingency-based recruiters duplicate effort and produce dozens of identical-looking CVs.

Retained recruiters struggle to understand your requirements and produce dozens of identical-looking CVs.

Interviewing a long list of candidates is time-consuming and wasteful.

The interview process eliminates some candidates but still leaves a lengthy shortlist.

Decision-makers struggle to agree on the best candidate.

A candidate is selected, based primarily on experience and gut feel, but doubts remain.

The candidates on the original shortlist are no longer interested or available, leaving you no choice but to start over.

The candidate struggles to fit into the company culture and leaves less than one year later.

You pay the recruiter a hefty fee for doing little more than emailing you a stack of CVs.

The Vicious Circle of Recruitment

The GCS360Intro Path to Guaranteed Recruitment Results

Psychometric analysis and decision-maker questionnaires help to determine the role requirements before the search begins.

This speeds up your final selection process and avoids last-minute indecision.



A retained recruiter, unshackled from the error-strewn rush that is common to contingency-based recruitment, is able to apply their time and expertise to performing a comprehensive search of the market.

The resulting long-list is high on quality and produces candidates that match the profile determined in the first step.



The candidate-led assessment process produces psychometrics, video introductions and key competency questionnaires.

This weeds out tyre-kickers and demonstrates the level of commitment and interest shown by your remaining candidates



Benchmark assessment and questionnaire results help to differentiate the candidates and identify unsuitable finalists before the interview stage.

Calling to interview only those candidates who have the closest match to your requirements is a huge time saver and speeds up the final stages of the recruitment process.



The candidate chosen for the role is selected and comes with a replacement guarantee of up to one year.

The GCS360Intro platform selects the right candidate 96% of the time, allowing you to take a decision confidently and with minimal chances of needing to repeat the process in the near future.

The Hidden Costs of Indecision

When a new hire leaves during their first year, the reason is almost always something that could (and should) have been identified during the recruitment process.

Left with no choice but to repeat the recruitment process, the employer starts over.

Some thought may be given to what went wrong and how the recruitment procedures could be changed and updated to improve the outcome, but these considerations often go by the wayside because of the pressing need to fill the vacant role.

Before long, the employer is caught up in the vicious circle of recruitment. The expense of failed recruitment drives is factored in and simply becomes the cost of doing business. If this sounds familiar, it's time to change course...

Repairing the Damage

Investing in the kind of advanced recruitment process offered by GCS360Intro not only saves money by reducing employee turnover, it also repairs the hidden damage that is occurring at the heart of your business.

Failed recruitment campaigns hurt team morale, impact on productivity, and produces negative PR. These are the hidden costs of continuing to recruit using outdated methods or old-fashioned recruiters.

GCS360Intro, on the other hand...

- Reduces the overall cost of each hire.
- Dramatically improves staff retention.
- Saves time by speeding up the decision-making process.
- Improves team morale by identifying candidates that are a strong cultural fit.
- Boosts productivity by reducing commercial downtime.
- Encourages faster and more confident decision-making by taking a scientific approach to candidate assessment.
- Improves interview efficiencies
- Provides professional representation

Executive Summary

The Best Recruitment Campaign is the One You Only Have to Run Once

Whether your preference is for contingency, retained or inhouse recruitment, the road is usually a rocky one. It begins with a lack of clarity over the type of candidate to hire and where to find them, it continues with a slow yield of bafflingly-similar CVs, and it concludes with a new employee that leaves after only a few months, necessitating an expensive and frustrating repeat of the entire process.

GCS360Intro removes the frustration, the risk, and the unpredictability of the hiring process by taking a proven, scientific approach to recruitment. Powered by GCS360Intro, our management of your recruitment campaign uses...

- Psychometric analysis to create a profile of the desired candidate for the position.
- A comprehensive market search using our network of contacts built over many years.
- A candidate-led application process (that includes video interviewing and competency questionnaires) to identify the most qualified and committed applicants.
- A behavioural analysis program that differentiates candidates and results in a more accurate decision-making process.

The result is that **96%** of the candidates we place are STILL in the role after 12 months. This figure is so solid that we're able to offer a **12-month replacement guarantee** (depending on terms).

Hiring the wrong candidate can cost your business a minimum of six figures in lost revenue, business disruption and commercial downtime. Our guarantee effectively insures your recruitment campaign, removing frustration and eliminating unnecessary costs.

To obtain a quote or to begin your new recruitment campaign today, get started by calling GCS Associates on 0161 660 2548 or email enquiries@gcsassociates.com

Let us provide you with a **free Recruitment Process Audit** which will give you a free insight into your current cost of recruitment.

GCS360INTRO

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