



# RECRUITMENT STUDIO.

## DESCRIPTOR FOR SOURCING SERVICES .

As companies/ organisations continue to grow more specialised, so do their hiring needs. To grow and remain competitive in business; it's vital companies attract the best possible talent. The service offered is called **Sourcing**. This is the process of proactively identifying and approaching top talent, so that when a position becomes available, your company has developed a pipeline of qualified candidates.

**Sourcing** can also be a proactive subset of Talent Acquisition and be responsible for engaging with passive candidates (headhunting or search) and understanding and building talent pipelines (market mapping) for specific markets and technical specialties. These are the typical instances when **sourcing** services are engaged.

## SOURCING OFFERING .

### Target List and Market Mapping

- Based on the clients' requirement, the Recruitment Studio can build and present a list of people for your business to target
- Project based market mapping as per your business's requirement

### Headhunting or Search

- Using the agreed target list, the Recruitment Studio can approach and convert targets to applicants for specific roles



## EXAMPLES OF SOURCING:

RECRUITMENT ISSUE	ACTIVITY	OUTCOME
<p><b>Hard to fill roles</b></p> <p>Roles taking a long time to recruit, they need to be re-advertised No reliable channel to recruit e.g. job boards or traditional advertising doesn't provide a satisfactory amount of people to choose from</p>	<p>Market Mapping by role, region, skills ,experience and company.</p>	<ul style="list-style-type: none"> <li>· A list of qualified targets to approach and convert to applicants.</li> <li>· A talent pool of qualified talent who are ready to convert to applicants when the business is ready to recruit.</li> <li>· Change in the number of suitable applicants</li> </ul>
<p><b>Growth</b></p> <p>Opening of a new site or office in a new market over the next year</p>	<p>Market Mapping by role, region, skills, experience and company.</p> <p>Understand the reliable channels of attraction in that specific market</p>	<ul style="list-style-type: none"> <li>· A talent pool of qualified talent who are ready to convert to applicants when the business is ready to recruit.</li> </ul>
<p><b>Succession and Talent Planning</b></p> <p>Developing internal talent with the potential to fill key positions in the company over 1, 3, 5 years.</p>	<p>To support succession planning activities, understanding of what the talent requirements are going to be required in the medium – long term. If there are no options internally, building a talent map of the external market.</p>	<ul style="list-style-type: none"> <li>· A talent pool of qualified talent who are ready to convert to applicants when the business is ready to recruit.</li> <li>· Build campaigns to engage talent over the medium – long term.</li> </ul>

**FOR SOURCING. COSTING AND TO DISCUSS YOUR BUSINESS REQUIREMENTS. CONTACT A RECRUITMENT STUDIO CONSULTANT**

**BRIDGETTE JOHNSTONE**  
021 630 533  
bridgette@recruitmentstudio.co.nz

**JO HENDERSON**  
021 293 4103  
jo@recruitmentstudio.co.nz

**HEAD OFFICE**  
Level 5, 35 High Street  
Auckland 1010  
09 216 4683