

## Search and Selection

Osborne Thomas brings a depth of experience to search and selection, whether for individual posts, multiple posts or full teams. Our search is targeted, not just a database, and our network is wide and varied. Our selection support is as full-on or hands-off as you need in assisting to determine the suitability and potential of your candidates, and includes interviewing, sifting, assessment (on-line, on site, group or individual - our highly proficient and experienced assessment team will advise as to content to meet your requirements; all assessment is tailored to the post and the organisation), on-boarding and – increasingly important – the creation and hot-housing of a talent pool.

Ensuring the highest quality service is our ethos, managing projects on time and to budget. We enforce a rigorous research and management process to make certain our team delivers your requirements. Our recruitment team has met and exceeded clients' requirements on a consistent basis, ensuring our search and selection leaves the client with high quality candidate pools and also a legacy of potential future candidates via the search and the talent pool.



### Case Study:

#### Search & Selection – Chief Medical Officer; Medical Officers (x2); Theatre Sister – Falkland Islands Government

Osborne Thomas Ltd was tasked with recruiting to the above posts on behalf of the Falkland Islands Government ("FIG"). All involved search; all involved a degree of selection (including assessment). The three primary issues for FIG were the remote location; fixed term contracts; specialist requirements.

Following the full brief, Osborne Thomas:

- ☆ Reviewed and redrafted the role profiles to more reflect the roles and the candidates required; market tested the salaries on offer; reviewed and reworked the application form and process.
- ☆ Created a microsite promoting the posts and the Falkland Islands ([osbornethomas.org/falklands](http://osbornethomas.org/falklands)), including the new application form and offering full application portal to candidates (to ourselves).
- ☆ Undertook a national and international targeted search for the SMO and MO roles, plus a broader search for the TS role, incorporating our networks, contacts, social media, and via advertising – we produced an (on and off line) advertising campaign to back-up the search and provide PR.

- ☆ On closing date, we interviewed for the SMO and MO roles, using our senior consultant and a client-approved technical assessor (in this case, the Medical Director of Royal Brompton & Harefield NHS Trust, sourced by ourselves).
- ☆ Undertook appropriate assessment with all shortlisted candidates, feeding back to the FIG Panel via Skype/telephone to assist in their final interviews.
- ☆ Sourced references for all candidates, and assisted with the on-boarding of candidates, acting as intermediary for FIG in the UK.
- ☆ Ensured all potential future candidates arising from the search and advertising formed a talent pool for FIG to take forward. As all contracts with FIG are two-year maximum, talent pooling for specialist posts should be invaluable tool for their recruitment cycle.

### Outcome

FIG appointed to all four posts from our search and selection process; the application form we created now forms the basis for all FIG applications; the microsite will form the basis for a new stand-alone jobsite for FIG in the near future; the PR and interest created via our search has encouraged FIG to look further at the talent pool created.



For further information on any of our Services, please contact us on [ypo@osbornethomas.org](mailto:ypo@osbornethomas.org) or on 0115 923 3773

