

DEMOB • JOB

EX-MILITARY • ENGINEERING • TECHNICAL

Ex-military personnel's ability to gain security clearance and accustom to working away from home is a strong fit for the business.



Case Study: A Satellite Communications and IT Provider

An independent service provider of satellite communications and IT support, appointed Demob Job to source suitable candidates for a field service engineer position. The company is headquartered in the UK with offices globally, and employs a number of ex-military personnel as their ability to gain security clearance and accustom to working away from home is a strong fit for the business.

Our consultants spoke with the hiring manager to discuss the candidate requirements for the field service engineer role and this helped us to create a candidate profile to match the specific criteria, one of which was personnel with a strong working background of maintaining maritime communication systems onboard naval vessels.

To ensure we selected the 'right' candidate for the role, we used a number of methods from advertising the role on our website and across online platforms to utilising our internal database and other external commercial resources.

This process enabled us to have access to a pool of high calibre candidates and we provided a thorough candidate screening service to ensure their suitability for the vacancy; right skills, experience, location, availability and salary expectations.

A shortlist was submitted to the company for review before arranging interviews.

- 5 candidates were initially shortlisted
- 2 candidates were interviewed by Demob Job
- 2 candidates were introduced to the company
- 2 candidates were interviewed by the company
- **1 candidate successfully placed**

We completed the final selection process by making the offer to the successful candidate and provided thorough feedback to the candidates who were unsuccessful to help them prepare for future interviews.

Due to the success of our process, we have also helped to source candidates for roles in other areas of the business which have been created due to business growth.

To find out more about how the Demob Job team can help you with your recruitment needs, call us on **0333 344 5577**, email enquiry@demobjob.co.uk or visit www.demobjob.co.uk