



*"Like everyone with a vacancy to fill, I wanted to find the best possible candidates, but I had limited time to invest. I've worked with The Associates Global (TAG) for the last few years and also worked with Howard Longstaff one of the Directors on a number of large international engagements building teams for over a decade and a half.*

*The new TAG online methodology is definitely a paradigm-shift, showing that recruitment is finally catching up with other industries. It has given me and my colleagues a real insider's view of the shortlist candidate selection process by means of a summary of each candidate, including a video, a behavioural assessment, answers to a set of standard questions that we chose, enabling us to benchmark across all the candidates.*

*We decided which candidates we wanted in the shortlist and which ones we wanted to interview. It gave us control and we had the evidence to substantiate our choices and decisions. It highlighted the objectivity that The Associates had applied to our campaign and gave us the detail needed to be able to discuss each candidate internally and with The Associates before we met any candidates.*

*Because it's a cloud-based solution we had flexibility and could view and share information easily, when we wanted, without stacks of paper CVs or a tangle of emails. It allowed us to manage the workflow easily and all in one place, we could arrange interviews, view the candidate details and the benchmark across our shortlist, which ultimately facilitated our choice and the offer we made but gave us the evidence to justify our choice. Once the process started, the workflow managed everything for us in one place and made it easy to manage. Overall this was a very positive and refreshing way to conduct a recruitment campaign.*

*I have no hesitation in recommending The Associates Global to any potential client, regardless of role. Try their new approach - I'm confident you will be as impressed as I have been.*

**Andrew Meyler**

**Chambers Director at 1, Crown Office Row (The Chambers of Philip Havers QC)**



During 2016, The Associates Global Limited (The Associates) were contracted to conduct two separate recruitment campaigns for “1 Crown Office Row (Chambers of Philip Havers QC)”. The first was for a Service Delivery Manager to look after all of the IT and services across the London offices and the Brighton location. The second was for a Marketing Manager to be responsible for all marketing activities large and small, including the PR and major events.

The Associates advertised both roles, networked and sourced potential candidates, meeting with each candidate face to face. The Associates screened out those which we felt were not suitable and then provided the client with an initial short list. After the client had reviewed these they decided which individually candidates that they wished to interview face to face and from these eventually made a selection and offered the most suitable a position in the organisation.

The Associates used their “client portal” to present candidates details for the client to review, this included the candidate CV, as well as a candidate introductory video, answers to a set of standard questions which the client had initially chosen, key facts about the candidate, as well as an in-depth Behavioural Assessment on each candidate that they matched to their own ideal profile which they had created.

This gave the client a 360° view on each candidate which they were able to share online with those involved in the hiring process, prior to meeting any candidate. When they scheduled face to face meetings with the selected candidates they already had a complete view of the candidate prior to conducting the initial interview which was both informative for the client and saved valuable time in the hiring process.

The Associates “client portal” is used exclusively on retained and exclusive engagements where clients are looking to work with a full service agency. The client portal and associated tools provide the needed rigor where clients have limited time to spend on hiring and look to get it “right first time” as they don’t have time to waste.