

Zitko Group

Managed Services

Coordinated, consistent, cost-efficient resourcing for your business

Zitko Managed Service is designed to help you and your hiring managers attract, select, onboard and retain skilled people across your business.

It puts Zitko's recruitment specialists, networks and services at your disposal, along with the management processes, reporting and insights you need to stay in control.

An experienced account manager will coordinate everything as your single point of contact and support your workplace strategy, drawing on Zitko's 360 talent management services.

Flexible and scalable, Managed Service is suitable for any company wishing to optimise talent attraction, retain skilled staff and enhance employer reputation.

Key Managed Service features and benefits

- A resourcing partner who understands your needs and delivers better hires, quicker
- A single point of contact account management for you and your hiring managers
- Hiring consistency across your organisation
- Enhanced candidate satisfaction and employer reputation
- Flexible, scalable attraction, selection, retention and training solution
- Preferred pricing

How it works

Managed Service brings Zitko's talent management capabilities into your organisation in the ways you need them.

Your account manager will get to know your business and challenges in-depth, involve the appropriate teams and manage projects to a successful conclusion.

If you devolve recruitment to your managers, we'll build relationships with them and advise, support and can even train them if required to recruit the right people, first time.

Your opportunities and brand will be strongly promoted, across our extensive professional networks and our job board and social platforms.

Plus, our search & selection model will increase your reach further, ensuring passive candidates join the exclusive talent pools we'll build for you.

You're in control. We have the systems in place to provide activity snapshots, budget updates and progress reports anytime you need them.

A strategic partnership

We'll support you in improving and developing your programme with a range of buy-in services as needed.

Our employee engagement, diversity & inclusion, exit interview and candidate survey services provide key metrics for identifying gaps, targeting effort and developing policy.

And then we can support implementation, for example by training your managers to be better interviewers or raising your profile with visual marketing.

Our involvement can be as much or as little as you need, but it's all driven by one thing: our desire to create great outcomes for clients and candidates.

An exclusive, but not onerous relationship

Managed Service is our preferred supplier model. There's no management fee, no complicated contract or extended notice periods.

All we ask is for exclusivity on resourcing your technical, managerial and commercial roles for a period we'll agree.

In return you'll enjoy preferential pricing on all our products and services, including placement fees.

This is the perfect solution if you want to rationalise and outsource your hiring operations, but without the expense and commitment of a full RPO.



Our services

Strategy and support

Engagement and retention

How do your staff feel about working with you?

Our surveys quickly and accurately measure factors such as advocacy and loyalty, intention to stay, sense of pride, sharing our goals, views of management and inclusion & wellbeing.

All findings are presented in graphical reports that make it easy to identify your strengths and pain points.

Diversity and inclusion

D&I questions are arising on more and more tender invitations. Developed by diversity research experts, our surveys will give you hard data to report and insights to act on.

Key findings cover belonging, voice, diversity, opportunities and fairness, all through the diversity and inclusion lens.

Hiring manager training

Your hiring managers are ambassadors for your company and hold key workforce decisions in their hands. We'll train them to hire successfully, fairly and right first time.

Our workshops allow managers to learn and practise hiring end to end, from interview preparation and management, through selection, to offer and onboarding.

Products

Candidate selection packs

These are structured interview guides, adapted to your organisation, that support your managers through the interview process.

We include interview planning prompts, as well as lists of questions designed to explore behaviours, competency, values and beliefs.

Exit interviews

Your departing staff can provide valuable, sometimes brutally honest feedback about working for your company.

As a neutral party, we'll conduct interviews online or face to face, and sensitively explore the reasons why they're leaving, including any issues you need to address.

Outplacement

Zitko NextStep™ is an online one-day workshop that helps departing employees prepare their CVs, update their LinkedIn profile and come to terms with their situation.

Each has a one-to-one session with a Zitko consultant to explore new opportunities and brush up on interview techniques. Participants highly rate the event.

Visual Branding

LinkedIn video campaigns stop people in their tracks. Meet Your New Boss videos warmly welcome joiners. Day in the life short films bring your opportunities to life.

Video is a powerful medium for getting your message across. We've partnered with one of the leading recruitment video producers to create great content for your company.

Zitko Talent

How do your staff feel about working with you?

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About Zitko

Zitko is the UK's largest talent management consultancy within the Fire & Security technology space. We work with employers of all sizes, from family-run concerns to the largest international integrators.

See www.zitkogroup.com for the full story.