

Case study: Managed Service

Chroma Vision




Managed service - Chroma Vision

Our relationship with CCTV specialists Chroma Vision goes back to 2004. Originally we joined their roster of agencies, working on a 'contingency' (no placement/no fee) basis.

We were able to win the company's confidence simply through the quality of our shortlists. This was the result of investing time in getting to know Chroma Vision in-depth and then identifying professionals with the best fit.

This led to a closer and closer relationship. In 2017 we entered into an exclusive partnership, providing Chroma Vision with a fully managed service.



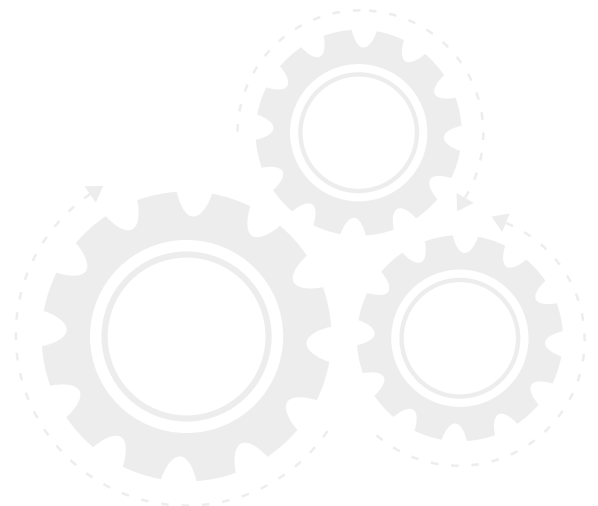
In the three years since, we have placed over 40 people in the engineering and project teams. Some of whom have progressed to leadership positions within the company.

A seamless partnership

We manage and run all the company's recruitment operations, including employer marketing, role advertising, talent research and pipelining, and the selection process through to detailed shortlisting and recommendations.

Central to this is a laser focus on client and candidate matching; using our industry knowledge to identify suitably qualified people with exactly the right fit, who will not only take up a role but stay for years to come.

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The managed service model fosters a deep understanding of our clients. The retainer fee covers regular review and strategy meetings, as well as extensive candidate research. In Chroma Vision's case we can begin talent pipelining months in advance for up and coming projects.



By doing so, we can have skilled professionals ready to go as planned openings arise, thereby avoiding costs and compromises that can so easily arise when recruitment is treated as a last-minute, 'distress' purchase.

Turning to the mechanics of recruitment, Zitko operates Chroma Vision's phone and email channels for candidates, using our systems to ensure that every application, successful or not, receives world class care.


Impressive cost benefits

We operate our managed service on a monthly fee basis. This covers the consultancy, planning, marketing and research aspects, while providing a substantial discount on placement fees and an enhanced replacement guarantee.

In year one of the relationship we recruited 15 hard-to-find engineers and managers for Chroma Vision with a combined salary of over £300,000.

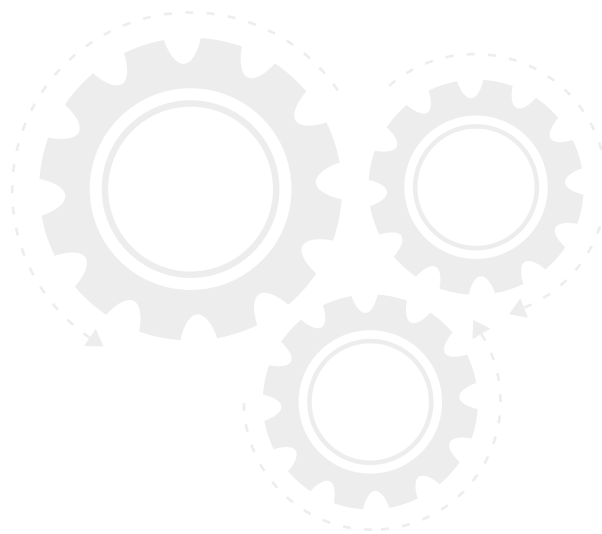
The managed service saved the client almost £10,000 in year one



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Taking our fees and discounted commission levels together, the managed service saved the client almost £10,000 in year one, compared with what they would have spent with their previous multi-agency, contingency model.

This excludes the savings made from outsourcing their recruitment processes to us – and the gains of a truly strategic partnership that enhanced their market reputation and secured them critical hires.



We are Zitko

We're your independent fire and security recruitment partner. We're straightforward to work with because we keep things simple. We find hard-to-find people for hard-to-fill roles across 6 key specialist areas:



Security engineering



Contract



Integration



Sales



Fire



Senior Appointments

How can we help your organisation?

Our market knowledge and contact network makes it possible to specialise in security tech jobs and talent on a global scale, focussing especially on the UK, EMEA and the US. We go big on the partnership approach and collaborate with some of the world's most highly respected and innovative organisations.

If you want to find the talent your businesses needs to succeed and grow, we can help you with that.



Let's talk

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