



IMPELLAM GROUP

SPECIALIST STAFFING



fact sheet



WHAT IS SPECIALIST STAFFING?

Specialist recruiters are experts in particular candidate skill category and job function, and they'll only recruit candidates with relevant experience by **leveraging deep knowledge** of specialist skills and experience and understanding your organisation's needs. For example, an IT recruiter may specialise in IT developers with specific areas of expertise such as cloud programming and will be focused on building networks of the best candidates in their chosen field.

Generalist recruiters work on a variety of accounts, recruiting for a wide range of job functions, industry sectors and locations. Consultants will have a broad knowledge-set based on generalised recruitment methods.

WHY BUSINESSES CHOOSE SPECIALIST STAFFING

Given the **wave of new technologies and sociological trends** disrupting business models around the globe, it is more important than ever to understand your evolving workforce dynamics.

Whether it's the regulatory landscape effecting contingent workforces and the nuances across geographies, the **shifting division of labour** between workers and machines transforming current job profiles; or **skills gaps**, emerging skills and roles that are being replaced or disappearing - **the labour market has become a globalised, complex place.**

The vast majority of employers surveyed for the World Economic Forum report expect that, by 2022, the **skills required to perform most jobs will have shifted significantly** - this will require a deep understanding of the factors that affect each sector and job role, to ensure that when the time comes - businesses are prepared.

Customers look to Specialist Staffing recruiters **to understand the changes in demographics, skillsets, job roles and compliance** for your sector; they'll provide **expert insight** into trends and what other businesses within your sectors are experiencing, along with **access to a network of specifically nurtured candidates** ready to connect with the right customers.



WHAT DOES A SPECIALIST STAFFING PROVIDER DO?

A specialist staffing business will connect their customers with their extensive network of specialist candidates - matching customers with specialist candidates with a particular focus and skillset:



Engagement of all forms of labour - temporary, permanent, contingent or contract



Improve the recruitment process to ensure a seamless experience for a job-seeking candidate and to improve outcomes for both customer and candidate alike



Build qualified pools of candidates, streamlining the recruitment and selection process and contract management



Provide consistent support and guidance throughout the process and beyond to ensure a candidate's readiness for interview and new role, and the customer's preparedness to interview



Leverage sector-specific expertise to provide sector-based insight into sector trends and the future

THE BENEFITS

Operational: customers partner with Specialist Staffing recruiters for operational reassurance that no matter how their businesses evolve; whether it's entering new markets, creating new service lines or preparing for peak season - they can rely on a Specialist to find the right people with the right skills, when they need to.

Strategic: using a Specialist Staffing agency improves your recruitment process overall: the quality of hire, reducing attrition and improving productivity by finding the right people first time. This gives customers the opportunity to leverage insight, knowledge and expertise to traverse the changing world of work. Remaining compliant and creating a workforce of the future are key strategic priorities for our customers around the world, and a primary benefit of partnering with a specialist agency.

Financial: recruiting the right people for your businesses involves attracting the right candidates, screening CV's, interviewing and on-boarding which can drain your time and resource. A specialist staffing recruiter will relieve the entire burden, providing cost and resource efficiencies back to your business.

For a full list of Impellam's Specialist Staffing brands, visit www.impellam.com/our-brands

If you'd like to speak to us about your Specialist Staffing needs, you can contact us at:
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