

INVISIBLE GORILLA LTD CASE STUDY

Discovering a better way to navigate the recruitment jungle

BACKGROUND

After a positive recommendation, Invisible Gorilla were contacted by Opus 4 to act as its recruitment partner in search of a Health & Safety Manager.

Opus 4 are an award-winning provider of design and build workspace solutions. They help companies throughout the UK, who are looking to refurbish their existing office space or relocate to new premises.

THE APPROACH

Invisible Gorilla work differently to other recruiters. They focus on learning about their clients. Invisible Gorilla focus on the dynamics of the office, the values of the business and the management style of the recruiting manager. Once Invisible Gorilla are fully informed, they make contact and speak with the candidates, before a thorough face to face interview which includes DISC personality profiling, affective questioning and suitability screening. Invisible Gorilla then send a detailed report to their clients with recommendations.

THE NEXT STEP

Following a successful call, Invisible Gorilla met with Opus 4 in their immaculately and beautifully designed offices. An in-depth and detailed meeting between Invisible Gorilla, the Marketing Director and the Operations Director of Opus 4 followed where even the outgoing Health and Safety Manager was invited to the meeting to offer their views on the business and management styles. Following the meeting with the all parties, it was apparent, exactly what type of candidate was needed to fit with the business. Invisible Gorilla took the Job Description and began working on finding the right candidate for Opus 4.



RESULTS

Because of the in-depth recruitment process and detailed understanding of the client and the candidate that Invisible Gorilla Ltd had provided for Opus 4, the successful candidate accepted the role and started work within 2 months of the commencement of the search.

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THE SOLUTION

Invisible Gorilla understood the importance of the personality and experience the new Health and Safety Manager needed to fit with the client's values, the business dynamics and more importantly, the personality and fit with the management style of the Operations Director.

Invisible Gorilla found, called and interviewed several candidates that had the experience and accreditations, but unfortunately didn't fit with the values.

Invisible Gorilla soon created a shortlist of suitable candidates and provided a detailed report which was sent to Opus 4. The response was that Opus 4 didn't want to continue with the favourite and most highly recommended candidate from the shortlist due to some short comings within the CV. However, after explaining why the rejected candidate was the right person for the role, not only based on experience and accreditations, but also the perfect fit for the business, and the dynamics of the workplace, Opus 4 agreed to see the candidate.

The candidate met with the Marketing Director and Operations Director of Opus 4 for one and a half hours and suitably impressed. There was another interview scheduled for Opus 4 and although the competing candidate had more experience and better accreditations, Opus 4 offered the role to the highly recommended candidate provided by Invisible Gorilla.

"We were impressed by the professional approach of Invisible Gorilla, especially Greg Wallace whose passion for providing the right result for us was overwhelming. Opus 4 needed a new Health and Safety Manager, and Invisible Gorilla was very helpful in assisting us with writing the job advert and they also advertised on all relevant job boards. Greg's advice on the perfect candidate was exactly what we were looking for, even though we needed convincing. We would never have even met with the eventual successful candidate had Greg not been so determined in his recommendation. As such, the decision and advice from Greg has enabled us to appoint exactly the right person, at the first time of asking, thus saving us time, money and a lot of hassle."

Andrew Jackson, Marketing Director – Opus 4