

## Candidate Case Study

**Name** David Malley  
**Company**  
**Position**  
**Relationship** Placed by Techsearch in 2005

30/10/2005

Imagine the situation.....

After many successful years in Contract and Interim positions you find yourself now competing with hundreds of extremely well qualified individuals, who like yourself, are all looking for the opportunity of employment. Gone are the days when a seasoned contractor could negotiate his next contract before the current one had been completed and then walk straight into it. Now you go head to head with guys who never before would have entertained 3 months work but now would fight for the opportunity to get it. Welcome to reality.....it's not just the inexperienced who find it hard to stay employed.

I've been there, this is reality in 2002. One day though I did get a call. It was this guy called Mike. He said he worked for a company called Techsearch, and all the time he's talking your thinking, who the hell are Techsearch. It's Thursday and already you've made 35 applications that week. As Mike's talking things begin to slot into place. Yeah, I remember, I made an application to them last week for a position. Does this mean I've got an interview at last! What, now he's telling me they have already placed somebody for that job, so why's he calling me? "Well it's like this he says..that position has gone but I have a major client I am recruiting for and I think your profile is ideally suited to their requirements". Now where have I heard that before? Oh yes, every other recruitment consultant I've ever spoken to. But you can't put the phone down, one day one of them might just be right!

Mike's now telling me that his client is holding interviews later that week and he'd like to try and get me in at this late stage. You kind of want to believe him. He's saying all of the right things but somehow for once you really do find yourself believing him. Your hopes rise and you look forward to that next phone call. You hope there will be a phone call. The call does come, but it's not what you want to hear....the HR manager doesn't feel that someone with this amount of contract experience can settle down to this type of position, you'll be off looking for something else in a few weeks! Mike apologises and finding it hard to believe it himself assures you he will do his utmost to find a suitable role.

Again you want to believe him. All the advice about pursuing a career, researching the companies you want to work for, interviewing them, you deciding if its really a good fit for yourself and planning the successive moves to maximise opportunities....great. Here you are, unemployed but yet fully employed looking for a job. Your life on hold. And Mike's back on the phone again...."just want to update you, there are some more opportunities with my client and this time I will get you an interview". You want it to happen but somehow you know you won't be too surprised if it doesn't, after all recruitment consultants keep you dangling anyway.

And it happens. Mike gets me the interview. Very short notice, who cares, less time to worry about it. He's giving me all the background information, preparing me for the assessment, feedback from previous interviews, I feel he's wanting me to get the job. In such a short space of time I feel reassured that somebody has worked very hard on my behalf, has kept me in the picture, has called or emailed when they said they would, with good or bad news.....at least you know. This really is somebody different. "Call me after the interview to let me know how you've got on", I do and Mike is still supportive telling me "as soon as I hear anything I'll let you know".

You wait thinking and hoping for that next call. And it's Mike "I've got some really good news for you, well done, you scored well at the assessment and my client would like to offer you the job". Yes!!

**It just happens that Mike's client was one of those companies I'd researched, wanted to work for and over 5 years had made four applications to through other recruitment companies....none of which had the decency to even tell me the outcome of each application. All were unsuccessful, if indeed they even bothered to put me forward. And now I have a permanent contract with Mike's client. I really feel he and Techsearch made the difference. They are extremely professional, whilst working for their clients they never forget their candidates. I cannot thank them highly enough.**

Thanks Mike  
Dave Malley