



Case Study

“The impossible recruitment task—finding the best in remote regions”

For an IT Organisation

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The Situation

Upon winning a large government contract, this IT organisation needed to establish a high performing management team to lead and deliver this lucrative project.

The organisation had a range of options. Internal specialists, existing government personnel and the recruitment of new people were all possible sources of talent.

One key priority was the recruitment of capable Regional Delivery Managers (RDMs) across Australia. The position required strong technical expertise with proven management and leadership skills to manage a major service transition.

The Challenge

High performers needed to be identified quickly. This was a significant Challenge given that people were needed in many remote locations. As Expected, this made the opportunity less -desirable to candidates—particularly in a healthy employment market.



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The Outcomes

Acuity's recruitment management model was ideal for a challenge like this. The model is focused on the rapid delivery of pre-qualified candidates to clients in tight timeframes.

Acuity implemented its Assessment Centre methodology to assess qualified and interested candidates who had been sourced by our panel of specialist agencies.

Outcomes from these assessments provide our client with comparative data to help them objectively identify the relative strengths to each candidate. This enabled the client to make final placement decisions quickly and confidently.

Thanks to Acuity, the organisation was able to significantly reduce the timeline of a particularly challenging recruitment campaign.

The shortlist provided was of a high quality and the client saved significant costs associated with hiring in a tight market. Management only needed to review reports and conduct final interviews with a small number of high caliber candidates.

Successful candidates also received detailed development reports to help them and their managers identify key capability areas for ongoing development.

