



“ One of the main philosophies behind our success has been the desire to demonstrate ‘Customer Focussed Quality’. It is clear to those responsible for IT staff recruitment at all levels here that MHC also believes in this philosophy. ”

The Client

A blue chip financial services company based in Dorset, were looking for a managed approach to their additional IT staff requirements due to the regulations regarding Year 2000 systems compliance.

The Requirement

The primary aim of this project was to attract the best available candidates and facilitate the completion of all the proposed work. The broader objectives were to ensure that they received value for money, had confidence in MHC’s niche market expertise and structured and methodical approach, and that they could maximize the use of their time and internal resources. The company was also critically aware of the competition for similar IT expertise within the local geographical area. They needed a company with a strong and professional local presence who could pro-actively drive the strategy forward.

The Solution

Following detailed discussions, MHC implemented a managed recruitment service tailored to partner and complement the in-house management team. We took direct responsibility for producing appropriate advertisements, screening, testing and interviewing the best respondents prior to their starting assignments on the Year 2000 projects.

The Result

Our client achieved their Year 2000 goals with minimum impact on their internal resources by adopting this cost-effective and time efficient strategy.



“ During our relationship with MHC I have found them to be very professional and always helpful. When I have permanent vacancies within the IT industry I do as a matter of course ask MHC for assistance in resourcing them. ”

The Client

A major multi-national international bank had a specific requirement to recruit at least 14 additional high quality, experienced, permanent IT staff members as well as a short term need to bring in a number of contract personnel to cover the immediate shortfall.

The Requirement

The key specifications of the project were primarily to attract the best candidates in the shortest manageable timescale. The bank sought a supplier who had the expertise and market knowledge to fulfil the specification in the most cost-effective way.

The Solution

Following in-depth discussions with the bank, MHC proposed a high profile national advertising campaign in both specialist IT journals and quality broadsheet daily newspapers. This strategy relied on MHC screening, selecting and interviewing applicants. We administered technical and psychometric tests and produced a shortlist of candidates for each position to be interviewed by hiring managers within the bank. Each stage of the processes was documented in regular management reports to the bank.

The Result

The campaign was very successful. Not only was the bank able to recruit exactly the calibre of staff they required, but as the process took less time than was anticipated it gave the bank an overall financial advantage in reducing the number of short term contractors required.



“ MHC are one of our IT's preferred suppliers and have successfully supplied us with contract developers over a number of years. We have always had a good working relationship with MHC, they work hard at understanding us, our culture and our requirements – and continue to look for new ways of providing that service. ”

The Client

A household name, global IT service provider had secured a major UK government project.

The Requirement

To supplement the highly qualified in-house permanent IT personnel, the client required a number of additional contract consultants. These consultants needed very specific expertise in a variety of niche skills and also had to have security clearance to work on Government projects and sites.

The Solution

In preparation for this, MHC acted pro-actively in developing a company specific dedicated database of appropriate candidates which tracked availability and contract rates following a detailed screening and interview process. A short list of the most suitable candidates was constructed and these consultants were invited to attend an MHC run assessment day centre at the client's European head offices. By the end of the assessment day, the client had secured all the extra resource needed to complete their project.

The Result

MHC had fully understood the client's needs in advance of the project start date and had been able to tailor a solution that delivered the appropriate contract consultants to the client, which in turn enabled them to successfully complete their contract on time and within budget.