

# Spring

## Testing

### Permanent Testers

#### THE CORE OF YOUR TESTING CAPABILITY

Any serious organisation recognises the importance of testing the software it depends upon; whether the software is developed in house, by a third-party or even when it is 'commercial off the shelf'. Organisations have two fundamental choices - maintain and in-house testing capability or outsource testing. There are valid circumstances that support the adoption of each of these strategies.

Where an in-house testing approach is adopted, it is usually most cost effective to establish a core of permanently employed test professionals supplemented, where required, by contingent staffing. The permanent professionals will form the foundation of your testing effort and therefore, to minimise risk and maximise quality and cost effectiveness, it is imperative that you secure the best people.

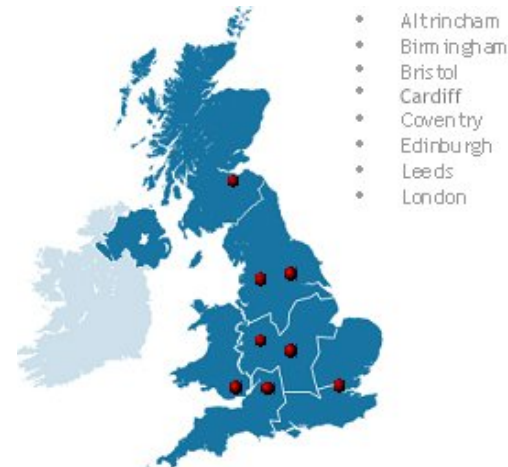
To secure the best test team, it is important that you not only recruit experienced and qualified staff, but that the needs and culture of the organisation are understood and that the roles are appropriately defined.

Spring has market leading recruitment processes and the largest candidate database in the industry. Combine this with our specialised Test Recruitment Capability and you will see why we are the partner of choice for many most of the FTSE 100.

#### SPRING'S APPROACH

Spring offers a unique blend of Testing and Recruitment expertise. Almost 5,000 candidates are placed each year and our recruitment services are provided at the local level through our national network of offices, staffed by local market specialists.

With the greatest share of the technology staffing services market we can offer:



- Proven track record
- Size, flexibility and scalability
- Media buying power
- Market Leading Brand
- Highly trained & motivated staff
- National network providing services at a local level
- Market leading database of candidates
- Leading-edge back office systems
- ISO 9001:2000 accreditation.

Our ISEB/ISTQB qualified recruitment consultants are supported by professionals from our Testing Practice. We will work with you to ensure your requirements and culture are understood. Together we will define a recruitment and selection process that allows you to have an appropriate level of involvement-permitting you to concentrate on your primary function.





**PORTFOLIO OF SERVICES**

We offer a UK-wide provision of Permanent Testing Recruitment with services including:

- Role definition
- Pay-rate benchmarking
- Market research
- Campaign Management
- Online and paper based advertising
- Recruitment events
- Selection
- Technical evaluation
- Career Management Frameworks

**BENEFITS**

Our combined Testing and Recruitment expertise ensures that you get those candidates best suited to your needs and that you get the best level of service in the industry. We can provide:

- A broad range of skills
- ISEB/ISTQB qualified recruiters
- Technical assessment of candidates
- Quality CVs within 24-hours
- A 3:1 CV to placement ratio
- 90% candidate acceptance of offers
- A personal service for you and the candidate

Spring Attracts a diverse pool of quality candidates

Fast and professional acknowledgement maintains candidate interest

Identification of best-fit candidates and minimised impact on line manager's time

<p><b>Candidate Sourcing</b></p> <ul style="list-style-type: none"> <li>• Database</li> <li>• Networking</li> <li>• Spring website</li> <li>• Internet advertising</li> <li>• Referrals</li> <li>• Paper based advertising</li> <li>• Microsite</li> <li>• Open days</li> </ul>	<p><b>Response Management</b></p> <ul style="list-style-type: none"> <li>• Telephone</li> <li>• Email</li> <li>• On-line applications</li> <li>• Paper (Mail and Fax)</li> </ul>	<p><b>Screening &amp; Assessment</b></p> <ul style="list-style-type: none"> <li>• On-line screen out</li> <li>• Competency sift</li> <li>• Competency interviews</li> <li>• Technical assessment</li> <li>• Psychometric tools</li> <li>• Assessment Centres</li> <li>• Reference checks</li> </ul>
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**Contact Details**

For further information call 0845 456 9001 or email [itsolutions@spring.com](mailto:itsolutions@spring.com) [www.springitsolutions.com](http://www.springitsolutions.com)