

## Sand Total Resourcing

**Sand Total Resourcing** adds further value to our recruitment service for key clients. We offer unlimited access to our wealth of experience in: job analysis; reward & benefits advice; demographic research; candidate attraction techniques; writing job specs; interview preparation; competency advice and much more.

### Sand Total Resourcing

We offer unlimited access to our wealth of experience in:

- Job analysis** – In consultation with you we will assess essential elements, skills needed, and characteristics to aid in candidate matching and training requirements
- Pay rate benchmarking** - We use multiple data sources to benchmark all assignment rates against current market pay rates
- Demographic research** – Analysis of the location of the skills you are seeking and current demand levels
- Candidate attraction techniques** – With a plethora of candidate sources we are experts at finding the optimum route to finding the best candidates at best value
- Writing job specs** – Our expertise can ensure that you create accurate job descriptions and person specifications which are aligned to your needs.
- Interview preparation** – Many clients are inexperienced interviewers and our expertise in interview techniques enhances your ability to secure the best candidates
- Competency advice** - On the specific techniques to be used during competency based interviews.
- Integrated compliance services** to assess diversity planning, candidate vetting, training needs, process analysis
- Outplacement** services provide support for you and your employees during a difficult and sensitive time

For further information please contact us;

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