

A dynamic new approach to technical resourcing

COAL IT has pioneered a unique technical resourcing model to complement your existing methods. Leveraging the advantages a technical services organisation brings, such as extensive infrastructure and vetting procedures, results in **DEMONSTRABLE SAVINGS IN TIME, EFFICIENCY, MONEY AND RESOURCES.**

Our specialist recruitment consultants are committed to matching technical expertise with our clients' requirements, whilst understanding the culture of the organisation in order to attain the closest possible team fit. This helps to reduce staff turnover, which in turn helps to reduce costs, both direct and indirect.

Extensive value add at comparative rates to conventional recruitment methods

We subscribe to the view that the most effective way to design a solution or service agreement is to do so in partnership with a client. Every client has the option to liaise with a dedicated account manager who will consult with them to scope and design a solution that is tailored to meet their specific needs, whether that involves managing or consulting on extensive recruitment campaigns or ad-hoc recruitment.

The benefits to our customers can be clearly measured by cost savings in terms of time spent evaluating unsuitable candidates as well as the ongoing training and development of your staff, regardless of whether they are permanent employees or contractors.

Theoretical and practical tests aligned to your technology profile

COAL IT's Vetting and Training solution incorporates bespoke theoretical and practical tests designed to precisely match your technical environment as well as HR interviewing of candidates at no additional cost.

Our TRACTOR programme (Tailored Resource And Client Training On Request) is the cornerstone on which our client's technical vetting and training solutions are built.

Theoretical and practical tests are created in collaboration with our clients and administered utilising our City based lab facility. A COAL IT Technologist will visit your site and in conjunction with your in-house teams create a series of technical challenges that are administered in our lab to benchmark the candidate's expertise against real world scenarios. This means when it comes to interview stage, technical capability is already assured – you simply need to choose the individual that best fits your working environment.

We can also ensure BS7858 security vetting and ISO9001:2000 compliance, aligned to our ITIL compliant service desk, is maintained by adhering to your pre-defined standards and HR procedures.

“ I choose to do business with COAL IT because they consistently take a partnership approach, deliver results and act with integrity. ”

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Bespoke training provides you with a multi skilled team

We understand technology is constantly evolving, and because technical demarcations continually change, matching skills with roles and not with job titles is paramount. Therefore your bespoke TRACTOR programme is regularly reviewed and updated in order to ensure you continue to benefit from a hassle free resourcing service and also to drive training sessions and technical clinics that can be delivered at our city based logistics centre.

These are just some of the areas we have extensive experience in:

- ✿ Desktop & Server technologies
- ✿ Deployment technologies – Systems Management and Application Packaging
- ✿ Mainframe & Midrange Systems
- ✿ UNIX Systems Support, Engineering and Administration
- ✿ Internet and E-Commerce technologies
- ✿ Software Engineering, Development and Architecture
- ✿ Voice, Data and Mobile Communications
- ✿ Financial and Trading Systems – Front and Back Office
- ✿ RDBMS Support, Administration and Design
- ✿ ERP/ERM/CRM Systems
- ✿ Business Analysts
- ✿ Project and Programme Management
- ✿ IT Sales & Marketing Professionals

“ COAL IT fully understand the technical requirements that we are looking for, and have consistently provided us with suitable candidates. They manage our requests efficiently and professionally, and ensure that they fully understand our requirements prior to sending us candidate details. This ensures that the recruitment process can be conducted with ease. I am happy to continue to use COAL IT for future recruitment. ”

