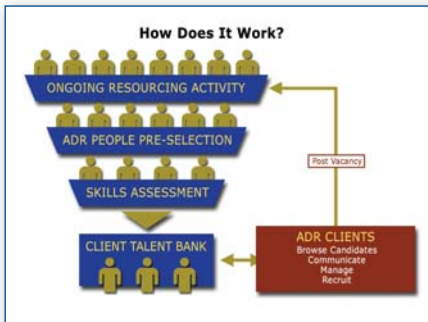




ADR PEOPLE ARTICLES



Procurement Talent Banks

A fast-track talent pool 'On-Demand'

from the Procurement Talent Bulletin

The idea of a Talent Bank, an up to date pool of business relevant candidates whose skills match your future recruitment needs, sounds great.

The benefits of having a pre-selected bank of well-matched candidates, keen to join your organisation and ready for when you need them are clear; a wider selection of more suitable candidates, faster recruitment and lower costs.

But for the procurement organisation to create their own can mean a commitment to buying technology, changing the recruitment practices of the wider organisation and investing in advertising to capture new applicants. All of which, means collaboration with other functions and before you know it, you can lose the opportunity to move quickly, save money and recruit better.

Utilising leading edge recruitment technology combined with their specialist procurement resourcing capability, ADR have developed an 'on-demand' solution, which delivers clients with their own bespoke Procurement Talent Bank without the need for in-house technology, or the time consuming development normally associated with these systems.



The concept is simple and cost effective, a combination of online access to ADR's procurement talent database through easily accessible web-based technology and your business is linked to the right people through filters which select candidates with your chosen skill-sets and allows you to search across your own talent pool within seconds.



These prospect candidates are encouraged with ADR's support to apply to your specific vacancies, through bespoke job alerts and candidates can login at any time to update their personal information, ensuring it remains live and relevant to your business.

This means when a new vacancy goes live, rather than turning to expensive online or print based advertising or a myriad of external agencies, you can increasingly recruit from your own pool of talent, without the need to incur additional fees. Having your own talent bank can deliver real cost savings and speed up the process.

Once you have initiated the process, it's easy to nurture and grow: Issue targeted job alerts when new jobs go live; encourage speculative applications through links to your own website; stay in contact with company communications and newsletters; encourage secondary readership by using your talent bank to distribute new jobs to colleagues and friends. There are many more ways to build your Procurement Talent Bank and ADR is here to help you.


Get started now - for an immediate solution, take a look at our Procurement Talent Bank service - a fast track talent pool designed to support your business 'on-demand'.


Call Tony Goldsby at ADR on + 44 (0) 1491 832299

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About ADR People



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ADR People provides clients with dedicated and specialised resourcing services focused on quality procurement people. With 23 year's experience working with over 350 clients in 50 countries, ADR are the specialists in procurement.

PROCUREMENT LEADERS
THE EXECUTIVE NETWORK

