ENLIGHTENMENT

by Bodhi
ENLIGHTENED TALENT SOLUTIONS

An enlightened solution for delivering critical high-calibre talent within the Data & Analytics sector

Data Science & Analytics

Data & Technology

Digital & CRM Marketing

A dynamic model for a challenging market

Due to today's complex and competitive talent environment, many organisations in the Data & Analytics sector are struggling to fill their key roles effectively.

A bad hire can **cost** a business **£130,000+** in costs relating to training, **loss of productivity and replacing***.

Are you experiencing these challenges?

- Increased pressure to meet the hiring demands of the business
- Talent shortage and fierce competition for the best candidates
- Sifting through large volumes of unsuitable candidates
- A reliance on antiquated methods that are costing valuable time and money
- Poor performance and unable to deliver on critical projects

Embrace ENLIGHTENMENT

At Bodhi Solutions, we've developed an agile, innovative and proactive strategy to help you hire the top 15% of talent. Our proven methodology will attract the best quality candidates to your organisation in an increasingly competitive marketplace.

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*Recruitment & Employment Confederation report.

A comprehensive approach to your resourcing requirements

Our model has been designed to deliver guaranteed results by bringing together our most innovative and effective methods in one exclusive package.

You'll benefit from...

- More time to focus on your key objectives
- Reduced time to hire
- Increased quality of hires
- Reduced attrition
- Brand positioning & promotion
- Access to a wider and more diverse talent pool
- VIP candidate experience

Over 80% of candidates we submit are **invited to interview** and clients average just **1.9 interviews** before making an offer.

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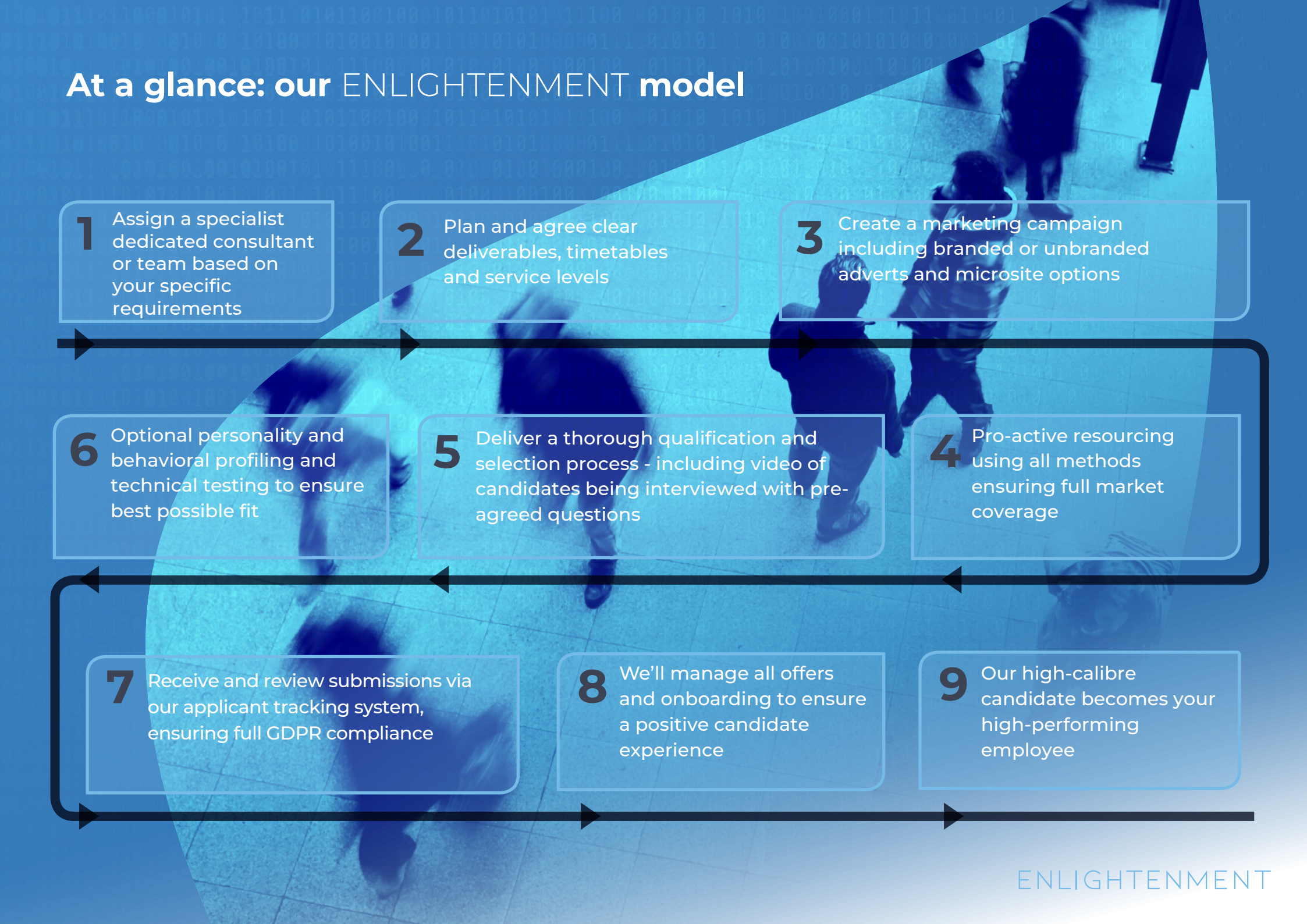
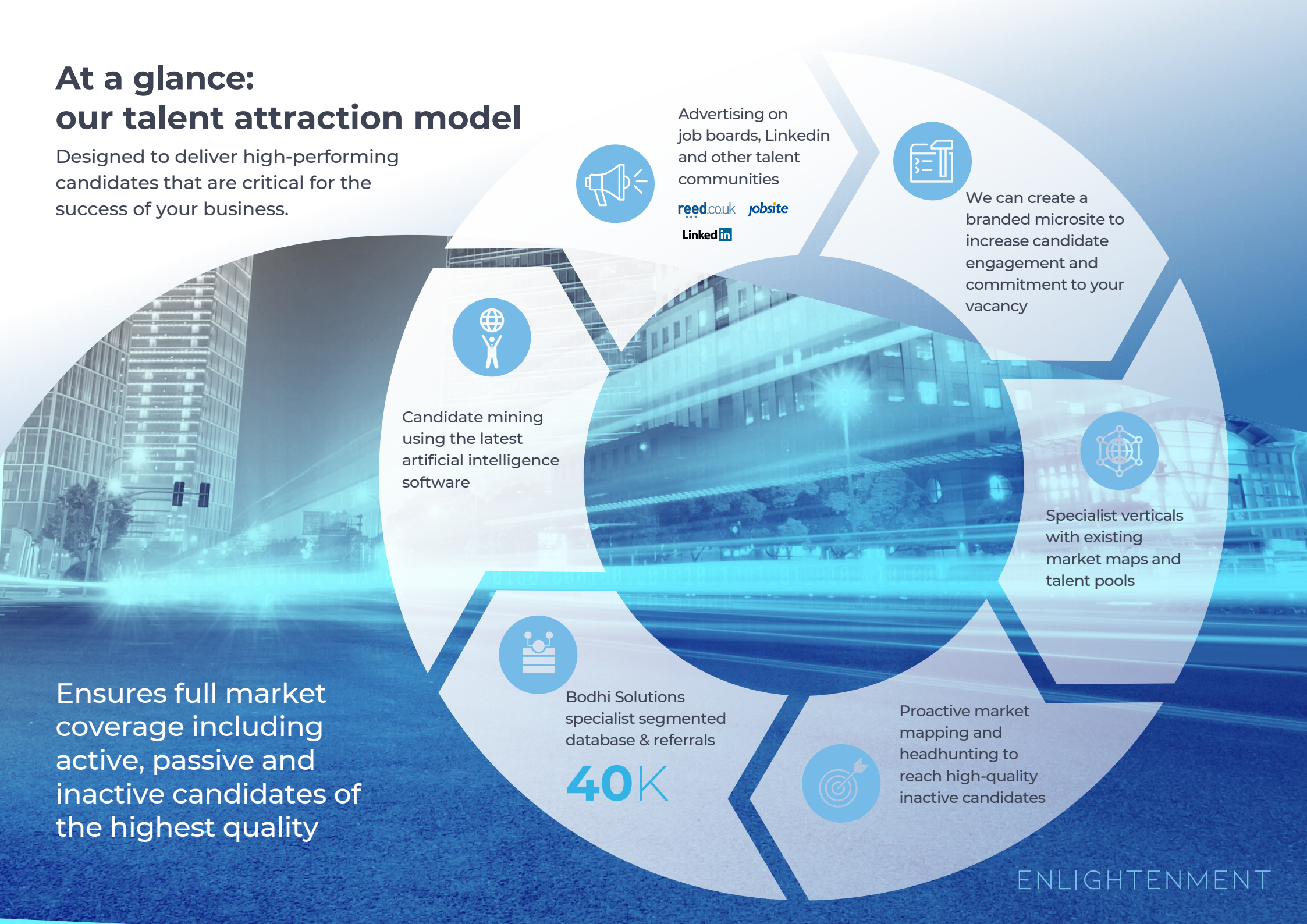
At a glance: our ENLIGHTENMENT model



1. Assign a specialist dedicated consultant or team based on your specific requirements
2. Plan and agree clear deliverables, timetables and service levels
3. Create a marketing campaign including branded or unbranded adverts and microsite options
4. Pro-active resourcing using all methods ensuring full market coverage
5. Deliver a thorough qualification and selection process - including video of candidates being interviewed with pre-agreed questions
6. Optional personality and behavioral profiling and technical testing to ensure best possible fit
7. Receive and review submissions via our applicant tracking system, ensuring full GDPR compliance
8. We'll manage all offers and onboarding to ensure a positive candidate experience
9. Our high-calibre candidate becomes your high-performing employee

At a glance: our talent attraction model

Designed to deliver high-performing candidates that are critical for the success of your business.



Advertising on job boards, Linkedin and other talent communities

reed.co.uk jobsite LinkedIn

We can create a branded microsite to increase candidate engagement and commitment to your vacancy

Specialist verticals with existing market maps and talent pools

Proactive market mapping and headhunting to reach high-quality inactive candidates

Bodhi Solutions specialist segmented database & referrals

40K

Candidate mining using the latest artificial intelligence software

Ensures full market coverage including active, passive and inactive candidates of the highest quality

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Applied innovation: video interviews

We use a specialist video interviewing platform to screen candidates, revolutionising the service we offer in a number of key ways.

1. A streamlined hiring process

Video can reduce the time to hire by up to 70% as it significantly reduces time wasted on unsuitable candidates.

2. A deeper understanding

You can make more informed decisions on who the best candidates are based on personality and culture fit.

3. An expanded reach

Video-engagement eliminates travel restrictions and geographical boundaries, which means that our access to the right person for your position is unlimited.

4. Reduced administrative tasks

Our video-engagement platform allows us to easily add notes to our recordings and bookmark the important sections – meaning less administration and note taking for you.

5. Reduced candidate drop-out

Technical talent is in high-demand and our video software prevents you from losing candidates to other employers with faster processes.

Our guarantee to you

Enlightenment is an exclusive hiring model and by entrusting us with sole ownership of your campaign, we are able to commit extensive resources to your requirements.

We believe that by delivering a more thorough process than our competitors, we can secure a better fit for your critical roles.

Embrace ENLIGHTENMENT

Get in touch today.

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As a result, our service has a **100% success rate** and, in the rare event of an unsuccessful placement, **we offer free replacements** or financial rebates of up to **100%**. Please ask for more details about this guarantee.

A flexible service for every scenario

In addition to Enlightenment, we offer a range of hiring models that scale from a single ad-hoc service to multiple critical hires. Let's talk about your business and the resourcing challenges you're facing; we'll have the solution you're looking for.