

Assurance and testing: Contract and permanent recruitment



Recruiting QA and testing experts - supporting your business

Recruiting people who have the right skills that can quickly and easily fit into your culture is fundamental to any organisation. So, getting recruitment right can really make the difference between success and failure in business performance.

Our mission is therefore to help you define your requirements and recruit professional quality assurance and testing people quickly and easily so you can concentrate on dealing with day-to-day business.

Capita's assurance and testing recruitment services helping you to recruit efficiently and effectively:

- > Helping you to accurately define your requirements up-front
- > Providing up to date information on market trends and skills availability
- > Advising you on current salary levels
- > Working with you to define the most cost effective way of recruiting the level of skill required. This includes looking for innovative ways of hiring skills which can be cross-trained where appropriate
- > Ensuring the recruitment process is managed closely and effectively at all times
- > Saving your time by ensuring only the most appropriate candidates are submitted for your approval - not those who are just identified first
- > Keeping you informed of progress and changes in candidate status
- > Minimising the time and effort required by the recruiting manager



Contract and permanent recruitment

Whether you are looking to fill contract or permanent roles, we can help. At the beginning of an assignment, we can provide informed advice ranging from the current availability of specific skills to advice on salaries, contract rates, DTI regulation and industry trends.

What makes Capita unique?

- > Rigorous technical and professional screening process
- > Tightly managed process
- > ISEB qualified recruiters
- > Unsurpassed knowledge of the QA and testing market
- > A large network of contacts in the market
- > Dedicated database of qualified testing and QA professionals
- > Our breadth of services

We understand how your needs will differ depending on the type of role you wish to fill at all levels of seniority and experience. These requirements can range from specific qualifications or cultural fit to specialist experience and expertise to enable candidates to have an impact fast.

We understand QA and testing

We focus only on QA and system testing. Our recruitment consultants are ISEB qualified and this means we can talk your language and really get to grips with what you require and match this to what candidates are offering. We are not just a recruitment agency; our services also include consulting and managed services which keep us up to date with current hot issues in the market.

Track record

We have operated in QA and testing recruitment since 1998 and since then we have developed strong relationships with our clients in both the public and private sectors.



Specialist candidate databases

Our database of experienced QA and testing professionals enables us to quickly match your requirements. We screen all of our candidates to ensure they have at least 12 months commercial experience for permanent work and two years experience for contract assignments. We also look for professional communication skills in addition to specialist market and technical knowledge.

All of our candidates have professional references. Where required, we can also run credit and security checks to meet regulatory requirements.

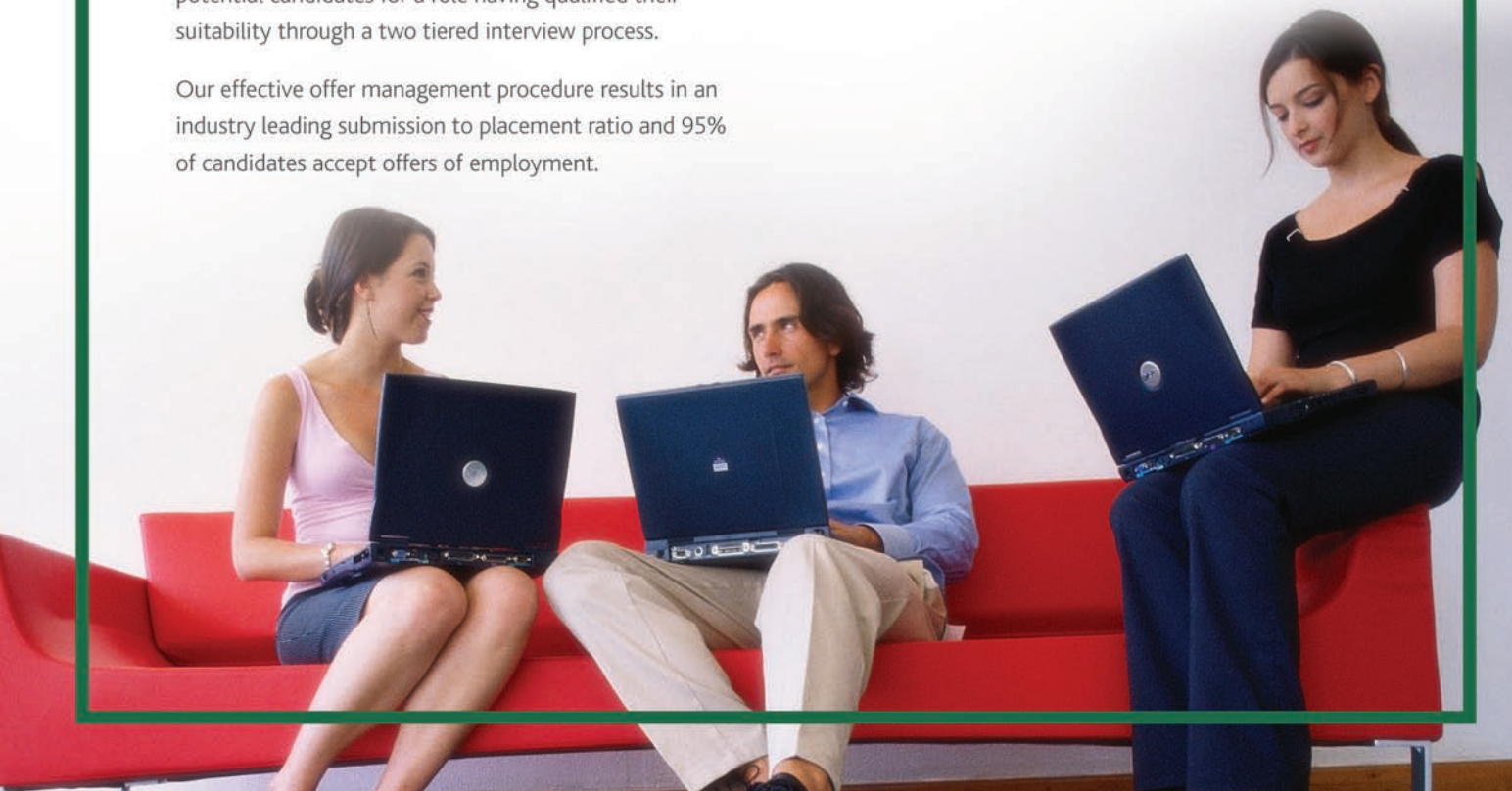
Over the years we have built strong relationships with our candidates and we regularly keep in touch with them and many return to us time and again for assignments.



High success rate

We tightly manage the recruitment process so that it is fast, simple and accurate. We develop a short-list of potential candidates for a role having qualified their suitability through a two tiered interview process.

Our effective offer management procedure results in an industry leading submission to placement ratio and 95% of candidates accept offers of employment.





Capita is the UK's leading business process outsourcing and professional services company. Our systems assurance and testing arm operates across both the public and private sectors with around half of our revenue coming from the financial services sector.

We enable organisations to maximise the business value from systems quality assurance and testing through:

- Transformational managed testing services
- Governance, assurance and test consulting
- Contract and permanent test recruitment

For further information about our services please contact:

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