

Case study :: Vebnet

The Client

Vebnet is a market-leading global service provider of flexible benefits schemes and employee total reward solutions founded in 2000. The HQ is in Edinburgh Scotland, and offices in London and Singapore offer global solutions. As a subsidiary of Standard Life, Vebnet is a financially secure provider with over 90 dedicated and handpicked benefit and technology industry experts with expertise in total reward, salary sacrifice and flexible benefits.

Their Recruitment Challenge

To recruit a number of specialist skill sets (Java JDK 1.6 & Wicket with Agile) within tight timescales to meet challenging project deadlines for Vebnet's client (their parent company). This necessitated resourcing across the UK, technically testing and meeting all candidates before short listing to client.

Finding the Solution

To complete this critical programme on time for Vebnet, Bright Purple delivered the following services:

- Organised an initial 3 days of interviews with candidates from the local area to kick off the first phase of hiring.
- Utilised LinkedIn technical groups, Twitter and strategically placed adverts on technical specialist sites to attract niche skilled candidates.
- Co-ordinating all travel arrangements and provide candidates with a thorough briefing about life in Edinburgh, including trips to Edinburgh Castle!
- Carried out technical testing and face-to-face meeting with every candidate to ensure technically and cultural fit.
- Personally introduced every interviewee to Vebnet on the day of their interview and a thorough face-to-face debrief afterwards.
- Help Vebnet through the full recruitment lifecycle including office space for interviews, rate benchmarking and pipeline resourcing for future project demand.
- Established available contractor pool in advance of project resource needs to provide a rapid response.
- Managed initial on-boarding process and ongoing contractor appraisal.
- Hired 14 contractors and 1 permanent member of staff from April 2009 to date.

"Vebnet kicked off an 18 month project to build a new flexible benefits system as part of a larger project for Standard Life requiring quality contract resource to assist us in a fast, effective and well managed manner. Standard Life and their existing IT recruitment consultants were unable to deliver our resource requirement so I contacted Bright Purple's MD Nick Price whom I have known for a number of years, and discussed our situation. A plan to bring in multiple resources with the right skills was agreed, we needed to hit the ground running, as delivery deadlines needed to be met. Nick's team have gone the extra mile to not only ensure that they deliver the correct resources, but also to make sure that the contractors we are hiring are handled professionally from the initial meeting through to starting with Vebnet. More than a dozen resources with that number growing, have been provided with 5+ years Java, Wicket, Tapestry skills in an Agile environment. I would have no hesitation in recommending Bright Purple to organisations looking to resource quickly, but keeping quality in mind at all times.

Steve Thurlow - Chief Operating Officer, Vebnet