



## INTRODUCTION

Are you wanting to work with an agency that adds value to the service provided?

Are you expecting the agency to be thinking outside the square when providing services?

If you have answered 'yes' we agree with you. For too long candidates have had the perception of agencies as being a necessary evil.

We at Helium have recognized the need to provide candidates with a complete service outside of the traditional based search and place scenario. The days of being able to just find a resource and place them are moving into the past and the importance of managing talent is becoming paramount. Those that recognize this will enhance their employment opportunities in both contracting and permanent roles.

We have recognized that our services need to change to reflect 'added value' where this creates 'trust' and 'reliability' between all parties.

You will most likely be aware of the transactional basis that recruitment generally follows. It is successful sometimes and other times you never hear back – we all know the stories good and bad.

With the market entering uncertain times, Helium has developed a method of recruitment that is fast becoming popular with clients and it will be important for you as a candidate to become part of our Talent Bank Club.

What is Helium Talent Bank™?

It is Helium's method of providing a complete service for candidates where we will actively work with you to match you to job profiles provided by our clients who also take part in our Talent Bank™ concept.

*Helium Talent Bank™* is a great way for you as a candidate to be pre identified with a number of potential employers where you match what they are looking for and where you are happy to be represented.

We will keep in touch with you on a regular basis with any news or events from these prospective employers.

What do you need to do?

First and foremost you should register your details with Helium so you can be considered for our Talent Bank™.

Once you have done this we will match your skills to pre-determined employer criteria and where there is a match we will contact you to discuss this potential opportunity and seek your approval so we can put you on their potential list of employees. This allows us to keep in touch with you with specific company news and so on.

You can also pull out at any time either from being considered by one company or out of the club altogether. There is NO cost to you – isn't that great!

It is a simple process, doesn't take much time to set up and ensures that you have someone working for you at all times for work opportunities either now or into the future.

You may be registered with us already and that's great. We are working through our database to ensure those who wish to be part of the Talent Bank™ club are spoken to and so on. If you wish to discuss this further please do not hesitate to contact us.

What are Your Obligations?

One of the major issues we have as an agency is that the vast majority of candidates do NOT let us know when their circumstances change. We have as many if not more gripes with candidates not taking the time to advise us of their circumstances as candidates have with agencies not keeping them informed.

As it is our promise to keep in touch with you regarding our candidate talent club we expect you to keep us in the loop if your circumstances change. If you decide to accept a role we don't have that's great, but let us know so we can offer your spot in the club to someone else.

Summary

In a nutshell this is a simple process for pro-active job searching where all three parties – yourself, Helium and the Client work together as a team to meet your requirements for future employment.

You may already be established in our Helium database so feel free to call and talk further about our Talent Bank™ options.

We already have a number of clients working with our Talent Bank offering so:

**ARE YOU READY TO TAKE YOUR RECRUITMENT TO NEW HEIGHTS?**

Contact us now!

