

Prescriptive approach to recruitment well received

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CIVIL engineering and contracting recruitment specialist Skye Recruitment says its international best practice approach is reaping rewards, with the company growing 166% last year.

In the past four months the company has been recognised in SmartCompany's Smart50, *BRW*'s Fast Starters and Seek's SARA awards, and Skye principal and co-founder Sophie Macdonald was a finalist in the Telstra Young Businesswoman Award.

Macdonald said the accolades and market recognition for Skye Recruitment's international best practice approach had been welcome rewards.

"Even when starting the company in 2006 our goal was then and will always be to be Australia's number one technical recruitment specialist. To do that, we need to be the best at what we do," she said.

Macdonald said Skye used highly formalised recruitment and reporting processes that were not generally practised in the Australian market. It had also developed its own proprietary IT system.

Skye's unique approach to hiring consultants and creating a fun working environment had enabled the agency to retain its staff and achieve great results, all while reducing stress.

"We hire consultants who are degree qualified but have no previous experience with recruitment because we get much better results with our components-based best practice training modules," Macdonald said.

"If our consultants are confident and relaxed, then they are more likely to be motivated and bring that positivity to their client and candidate dealings, and that's win-win-win."

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<http://www.constructionindustrynews.net/storyview.asp?storyid=1038350>

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