



Compel is a £95m turnover IT solutions provider offering consulting, design, supply, implementation and comprehensive long term support to it's clients. It employs 375 people over 7 centres in the UK.

Despite having been graduate recruiters in recent years, we have found it challenging to find suitably qualified graduates with the right focus – a balance that seems hard to find in the graduate market.

We approached Just IT looking for 8 graduates to join our graduate training scheme, working across the 3 disciplines of technical pre-sales (working with Microsoft and Unix data storage and hardware), Oracle and Peoplesoft.

Having had a face-to-face meeting with one of Just IT's consultants and some phone calls, Just IT were quickly able to establish our ideal candidate. As a result, we were able to run a highly effective recruitment initiative, which comprised of:

- Initial specification collated using Just IT's extensive marketing infrastructure
- An 8 week graduate recruitment campaign by Just IT Recruitment
- 4 assessment days, interviewing a total of 20 people

The 8 week recruitment campaign attracted lots of graduates, giving us plenty of scope to narrow down our interview pool to 20 suitable candidates – 8 of whom we employed. To find 8 well qualified and focused graduates from an interview pool of 20 has reinvigorated Compel's view of the graduate market!

Just IT's commitment and perseverance to our cause has been outstanding and it has been refreshing to use a recruitment service that has offered a genuine and deep interest in finding us the right candidates. With the flexibility, speed and commitment on offer, we shall certainly be using Just IT for all our recruitment needs in the future!

