

SERVICE INFORMATION

# Charity IT Recruitment

Do you find it challenging to recruit in-house IT staff? Smartdesc are nonprofit specialists who deliver IT services to charities. We can offer you access to our Talent Acquisition team for a far lower fee than traditional recruiters.

We make the screening and hiring of competent and skilled IT staff more efficient and cost-effective for you, because we understand the unique challenges and requirements of the sector.









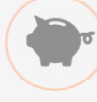
## Key features

- ▶ **More cost-effective than agencies:** you only pay for successful hires, and our fee is no more than 10% of first year salary
- ▶ **Expert Charity IT Recruiters:** Access to a team of experienced recruiters with charity-specific IT knowledge
- ▶ **Turnkey Service:** We handle the job posting, searches, shortlisting and technical screening for you
- ▶ **Versatile Sourcing:** We can fill any technology position: IT Support, IT Manager, Head of IT, CRM specialist, Data analyst, Project Manager, Developer, SharePoint specialist etc.

## How it works

- 1. Consultation:** We take time to understand your hiring needs and organisational mission, plus ensure your JD is written to appeal to the person you want to attract
- 2. Sourcing:** We identify top talent using all the channels IT professionals use, plus promote your role across own network.
- 3. Screening:** We conduct thorough assessments - including technical testing - to shortlist the best candidates for you.
- 4. Interviews:** We coordinate and conduct interviews with shortlisted candidates
- 5. Appointment:** We handle communications with all candidates, including constructive feedback to unsuccessful ones.

## Benefits

-  **Reduced Time-to-Hire:** Streamlined process to fill positions faster.
-  **Improved Candidate Quality:** Rigorous screening ensures only the best candidates are presented.
-  **Flexibility:** Easily scale recruitment efforts up or down as needed.
-  **Focus on Core Business:** Free up internal resources to focus on core business activities.
-  **Enhanced Employer Brand:** Professional recruitment processes enhance your company's reputation.
-  **Additional candidate insight:** Psychometric & General Intelligence Assessments included
-  **Cost Saving:** up to 50% cheaper than traditional agencies, delivered by an IT Service Provider whose sole focus is nonprofits.

Ready to revolutionise your talent acquisition? [Get in Touch](#)