



Jurupa

The search is over

Talent mapping made simple

Outsourced recruitment solutions | Permanent retained search | Contract & temporary recruitment placement

It takes time to build a talent network.



Jurupa can offer tailored reporting and insights into this evolving science by helping you to steal a march on your competitors and hire the best talent before they do.

What is Talent Mapping?

Talent Mapping is an on-demand RPO solution which Jurupa offer in order to assist clients who are looking at both long term strategic hiring as well as those who require a short term resolution. Our mission is to help our clients achieve an annual saving of approximately 30% on their TCH (total cost of hiring) when compared to contingency models, whilst offering significant improvements in workflow efficiencies and quality of hiring.

Benefits



You get real-time feedback on your employer brand



Get to understand the real perception potential employees have about you as an employer



Enables you to identify who to hire now and who you might want to revisit at a later date



Flexible on-demand service

Part of your team

We operate as a seamless extension of your Talent Acquisition team with our motto being “complement not compete.” Don’t just take our word for it – see for yourself what some of our clients are saying about us....

“Aaron and his team have provided unparalleled support to me and my management as we have ramped up our UK and Europe operations. We are engaged in a full RPO (Recruitment Process Outsourcing) model with them. They have filled difficult positions, act like an extension of my team with exceptional commitment and representation of us and fantastic professionalism and follow through. I sleep well at night knowing they have my EMEA needs handled for all things supporting the sourcing and recruiting of our top talent.”

Carol Dunnigan, Vice President People & Culture, Revionics Inc

“We worked with Jurupa earlier this year and we had a very positive experience. I won’t feed Aaron’s ego too much but I’ve had some shocking experiences with recruiters in the past and Aaron and his team were excellent. They worked very hard to find the right people for us, took the time to understand our position in the market, competitors, essentials skills required, culture and needs. They also took a lot of the grunt work away from us, advised on salary levels, shared things that were inhibitors to getting the right candidates on board, and in general acted in a committed, professional and constructive way. We got great people at the end of it all, too!”

Adrian Jones VP EMEA at TaskTop Technologies

“Jurupa is my go-to search firm in EMEA. They do their research, are personable and a pleasure to work with. Their focus is on finding qualified candidates who fit both technically and culturally and they present them fully screened and ready to interview. I trust Jurupa to always find the best talent for our needs.”

Jaci Wilson, Manager, Technical Services at MongoDB

Future thinking

In most cases, recruiting projects tend to be concerned with who you want to hire now - in other words who fits a job and who is interested in a particular opportunity at this moment in time. Understandably, recruiters are largely transactional and concerned with the now. Pressure from clients or hiring managers mean they need to operate this way, with little time to look to longer term requirements.

Talent mapping allows for a longer term view, a more comprehensive look at all the talent in the market and to build relationships for the future. Talent mapping isn't about list building or putting names in a database, it goes well beyond that. Profiling the identified talent can only be done by staging a series of conversations and establishing a relationship that goes well beyond the first approach.

We would also highlight the fact that this is not exclusive to social media or online research with approximately 40% of talent choosing to exclude themselves from social channels.



Mechanisms



Jurupa commence every project by mapping out who your competitors are and crucially, where the most sought after talent is located



We build a picture of the local demographics, commuting times and any possible barriers to recruitment (e.g. remuneration, company perception, golden handcuffs)



Jurupa then move onto identifying and profiling the very best available candidates for your requirements – these candidates are presented each with a full biography allowing you a great level of insight into their motivations, aims and objectives



We actively position your role(s) and company value proposition in the most optimal way, gaining interest and commitment from the candidate during the process



Once you have a final shortlist of filtered candidates that meet with your expectations, Jurupa will continue to manage the process to the point of contract signature and way beyond



As per our agreement, we remain in contact with the successful candidate(s) once they have settled into the role and will keep you informed on their ongoing perceptions, sharing useful insights and ideas along the way

Commercials

Talent Mapping is a long term process which requires patience and intelligence gathering over a wide period of time. In order to ensure that our clients are geared up to maximise the benefit from our service, we offer this service on a monthly basis with a minimum contract of 3 months. This allows you to get an accurate, real time snapshot of the market and where the most in demand talent sits.

Jurupa offer 3 separate Talent Mapping service levels which have been designed to ensure relevance and suitability for your organisation's needs whilst reflecting your company's stage of evolution. The service is provided on a monthly basis with a minimum initial contract term of 3 months. This allows for an accurate, real time snapshot of the market and to ascertain where the most in-demand talent currently resides.

Once the most suitable package for your company has been determined, our aim is to work in close partnership with you: building a talent pool, carrying out research, mining useful information and insights along the way on how your brand is perceived in the market. Our research capabilities incorporate data from sources such as Glassdoor, Gartner, Owler and Pitchbook. We will always seek to add strategic value as trusted advisors.

We will work in close partnership with you, building a talent pool, carrying out research, mining useful information and insights on how your brand is perceived in the market together with recommendations made by ourselves. It contains elements of Glassdoor, Gartner and traditional head-hunting methodologies.

Service plans

| |  Researcher |  Investigator |  Forensic |
|--|--|--|--|
| Talent pooling (we build long term relationships with the most sought after candidates, keeping them updated on positive developments within your organisation, guiding them to eventual signature and onboarding). | ✓ | ✓ | ✓ |
| We initiate contact with carefully selected target candidates and proceed to gather essential rudimentary information and background whilst establishing their suitability for your open position(s) | ✓ | ✓ | ✓ |
| Reporting (we provide a weekly update on our activity and progress as defined by the objectives as agreed with the client) | ✓ | ✓ | ✓ |
| Upgraded coverage and service levels with a focus on managing the full hiring cycle (we effectively act as an extension of your talent acquisition team) | | ✓ | ✓ |
| In-depth interviews with key targets (here we can utilise our own custom templates or work to your specific framework.) | | ✓ | ✓ |
| We focus on evangelising your company and career path by referencing your USPs, referring to the company roadmap and long term strategy. | | | ✓ |
| This is achieved by targeting specific disciplines within the talent pool and to gather information about the drivers which would persuade those individuals to consider a career move. | | | ✓ |
| Employee background checks provided on request (small additional fee applies) | | | ✓ |
| Competitor profiling - this provides a helicopter view on organisational layout and feasible hiring targets; these targets are collated and shared for group review | | | ✓ |
| Proactive alerts for selected corporations – this offers timely insight into key company developments such as new product launches, key hires, expansion into new markets, funding rounds, CEO rating, Glassdoor rating etc. | | | ✓ |
| Executive and/or Senior Management profiles provided upon request | | | ✓ |
| Psychometric testing available on request (small additional fee applies) | | | ✓ |

Return on investment



Following the point at which we have presented intelligence reports back to our client, there have been numerous examples where Jurupa have approached talented individuals working for direct competitors, who whilst not actively seeking new roles, were open to the proposition we put forward. The end result? A number of them were subsequently recruited by our client.

Looking forward, we can now continue to use this intelligence to work with the client in identifying recruitment plans for the forthcoming 12 months, based on the likely availability of key talent. Our ongoing management of the project ensures continued relationship building with the identified individuals and updates to the intelligence reports on an ongoing basis.

As well as improving the number of individuals recruited from competitors, the intelligence has allowed the client to adapt some of their strategies and become more aware of changes in the market. Owing to the way the project is funded, the client has seen a significant reduction in recruitment costs; in time, they are confident that they will see a dramatic improvement in time to fill.

Working together

Get in touch to us to learn more about the range of value added services that Jurupa can offer.

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