

XO

# RECRUITMENT CAPABILITY STATEMENT



# COMPANY OVERVIEW

**XO Recruitment was started by Chloe Sabbadin in 2020 after she was made redundant due to the pandemic.**

**Tired of the politics and the transactional approach used by most recruitment agencies, she realised that there was a gap in the market for a more customer-focused agency.**

**Providing "big agency" service at a boutique cost, XO Recruitment has been in operation 3 years, and has now an extra recruiter on board.**



# WHAT WE DO

**We are a Tech/IT/STEM specialist recruitment agency**

**We are based in Christchurch, NZ, but recruit nationally and in Australia**

**We recruit for roles from low-level tech roles to high-level Directorship and Operational roles**

**We provide personalised service with an honest and ethical approach**

**We are more price-effective than our competition, without compromise on quality**



# OUR VISION



RECRUITMENT

## PURPOSE

We believe in fulfilling lives through fulfilling work.

## OUR 6 VALUES

We welcome all feedback, and we learn from it

Studious

We get it right. If we don't, we continue until we do

Persevering

No BS, we're not here to sell unicorns and rainbows

Honest

We do not compromise integrity and ethics, no matter what

Ethical

We appreciate good business relies on good relationships

Relationship based

We explain the process and keep people informed throughout

Explanatory

## VISION

To building a team of people that work with the highest standards of ethics and integrity, and value relationships with their clients and candidates above all else. We are recruitment partners, not job-filers and KPI-followers. We strive to do our job better than our competition at every opportunity.



# WHAT SETS US APART



## PROCESS

We follow a thorough process from start to finish, from helping you with the job description and determining the best candidate attraction strategy for you, through to our aftercare



## RELATIONSHIP

We embed ourselves in your business, working with you as if we were on your payroll. We are here to make your life easier.



## SPECIALISTS

We are tech specialists. We are heavily involved in the tech community, constantly learning, and tech recruitment is what we do day in, day out

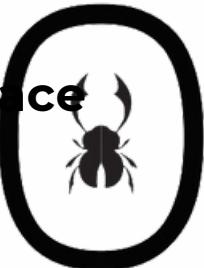


## COST

We have low overhead, no fancy sponsorship or flagship office, We're not pretentious and understand that the cost of recruitment has increased. So we are cheaper than our competition.

# OUR PROCESS

- **Comprehensive meeting to understand your needs**
- **Review, comment and adjust the job description**
- **Determine the best candidate attraction strategy**
- **Advertise if necessary**
- **Use our LinkedIn Recruiter and Seek Recruiter licences, as well as our network to attract candidates**
- **Initiate contact with candidates and thoroughly interview them**
- **Introduce candidates through a shortlist with our comments**
- **Coordinate the recruitment process with you**
- **Take references, 2 as a minimum**
- **Manage the offer process and pre-start of candidate**
- **Thorough aftercare with the candidate, and guarantee period in place**
- **Bonus: you get a cake on us!**



[See more here](#)

# TESTIMONIALS

**“As a software business finding great people with talent had been very challenging for us to source by doing our own ads and using our own networks.**

**It’s fair to say that I initially engaged XO due to more than a little desperation and with a high degree of skepticism. To be completely transparent I’d always viewed recruiters as a version of a modern-day slave trader - admittedly with less of the chains – and couldn’t understand why we should pay the fee when we could do it ourselves.**

**Since the first Team Leader role that Chloe found for us we have used her for further roles from developers to automated testers, account managers, and support desk people. We don’t even bother trying to find new team members ourselves now, we just get XO to do the heavy lifting for us.**

**So I’m happy to eat humble pie in terms of my initial impressions of recruiters and say XO does a far better job than we could ever hope to and we’ve stopped wasting our time trying to solve a problem that XO always solves for us. I’m also pleased to report that no human rights appear to have been breached in the process.**

**Most importantly XO understands our culture and who will fit in with the team, first and foremost we’re looking for great people with brains.**

**The suggested candidates are always worth talking to and there isn’t any ‘chaff’ for us to sort through as a first step – this saves time. The follow-up with us and the new team member is also consistent and gives reassurance that it’s not simply a transaction.**

**XO understand our business, are good people and do what they say they’re going to do – every time.”**

# WHO WE ARE



## Chloe

- DIRECTOR, 11 YEARS RECRUITMENT EXPERIENCE, 5 IN TECH
- ORIGINALLY FROM PARIS
- OBSESSED WITH GETTING IT RIGHT
- TERRIBLE WITH CANVA



## Jess

- RECRUITMENT SUPERSTAR WITH 2 YEARS EXPERIENCE
- ORIGINALLY FROM MANCHESTER
- GREAT AT FINDING NICHE CANDIDATES
- SUCKS AT MATHS



Hear about us in our own words



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