

Escrivo Case Study



9-20 makes light of Escrivo's recruitment dilemma

Edinburgh-based Escrivo, a small but fast growing internet consultancy, has unrivalled business analysis capabilities. Escrivo builds web-based applications, transactional retail sites and knowledge based solutions, bringing clients efficiency savings, increased sales and enhanced customer service.

The company required an additional web developer as part of a long-term plan to scale up the business. Confident in Escrivo's own in-house recruitment methods, Managing Director Cameron Leask initiated the hunt for a new web developer through adverts on IT forums and job sites. They interviewed three candidates that looked good on paper.

"Easy" role proves tough to fill

Following an unusual string of events, Escrivo lost all three candidates, and had to go right back to the drawing board. The process had already taken several months, and Escrivo was far too committed to its growth strategy to turn back. A frustrated Cameron admitted, "We were doing really well, but stumbled at the final hurdle".

A colleague recommended 9-20 recruitment, who were briefed for the role alongside two other agencies. Cameron explains: "Two of the agencies talked about what they could do for Escrivo, but 9-20 recruitment listened, understanding instantly the importance of people, as well as technical skills to Escrivo's small team."





9-20 Assured Delivery package was a “no brainer”

Having discussed terms with 9-20, Escrivo describes their Assured Delivery package as a “no brainer”, since it guaranteed 3 quality candidates and offered substantial cash flow benefits through a six phased invoicing structure. Escrivo quickly appointed 9-20 to fill the web developer role on an exclusive basis.

9-20 was tasked with finding Escrivo a first class web developer as quickly as possible, to allow the company to continue along its planned path, and Cameron to get on with managing the business.

3 quality candidates delivered in only 2 weeks

The whole process took only 2 weeks, and Escrivo received a shortlist of 3 strong candidates. Escrivo was able to log in to the 9-20 website and watch its shortlist of candidates building up, but Cameron admits: “things happened so fast that we didn’t even have time to log in”. The calibre of candidates was such that Escrivo interviewed all three, and offered one of them the job. In fact, Cameron says he wished he could have taken on one of the other candidates at the same time.

The first candidate was chargeable from the first day

The new candidate hit the ground running, becoming “chargeable” right from the very first day. 9-20 recruitment managed expectations from both sides, since Escrivo got exactly the candidate they were expecting, and feedback from the candidate indicates that the role also met all expectations.

After an excellent year, Escrivo will shortly be looking to recruit another web developer. Cameron says he will definitely be handing over his recruitment to 9-20 recruitment from the outset this time, and dedicating his own time to revenue generating activities.



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