

PIONEER SEARCH

Our Pioneer Search Method

Identifies, Engages & Secures the very best talent for your business

Our Approach

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Our Approach & Search Method

What makes the Pioneer Search Method different?

At Pioneer Search, we take recruitment to the next level with an obsessive focus on excellence, relationship-building, and finding the perfect fit for your team. Our Consultants act as trusted advisors to both candidates and clients, offering expert guidance throughout the interview and offer process. It's not just about filling a role - it's about ensuring long-term success for everyone involved.

Candidate Interaction

Client Interaction

Process Management

38
Hours
MINIMUM TIME
INVESTED IN EVERY
JOB REQUIREMENT



TOTAL TIME SPENT ON CANDIDATE INTERACTION

Each candidate is contacted a
minimum of 30 times
throughout the whole process

[See the full process](#)



TOTAL TIME SPENT ON CLIENT INTERACTION

Each client is contacted a
minimum of 10 times
throughout the whole process

[See the full process](#)



TOTAL TIME SPENT ON PROCESS MANAGEMENT & ONBOARDING

We spend a minimum of
23 hours on sourcing, process
management and onboarding
throughout the whole process

[See the full process](#)

Our Robust Briefing Process

Collaboration leads to the best results

While you'll have a single point of contact, a dedicated team of 2-3 specialists works behind the scenes to ensure we find the right fit for your role. Leveraging our specialist networks, AI and automation, we maintain the highest standards and deliver outstanding results in sourcing top candidates.



Search & Select

We believe preparation and communication is key to our method

At Pioneer Search, we ensure that every candidate is fully prepared and understands the role's requirements, so you can focus on interviewing the right fit. With clear communication and detailed feedback at every stage, we make sure you have everything you need to make informed decisions.

Candidate Interaction

Client Interaction

Process Management

1st Stage Interviews

Typically 3 out of 5 candidates shortlisted are selected for 1st stage interviews.

1.5
hours

Interview Preparation

Client champion and candidate manager attend an interview preparation video call to go over the role, people interviewing and any questions. Candidate suitability for the role will also be reconfirmed by client champion on call.
= 30 mins per candidate

45
Mins

Video Debrief With Candidate

Candidate manager will call candidate immediately after interview to debrief and take feedback.
Continuously monitoring candidate interest in client and role at each stage.
= 15 mins per candidate

2nd Stage Interviews

2 out of 3 candidates are selected for second stage interviews.

Interview Day

30
Mins

Video Debrief With Client

Client champion will call client to debrief and take feedback on the 2nd stage interviews. Relevant candidate feedback and interest is relayed back to client.
= 15 mins per candidate

30
Mins

In Person Final Interview Preparation

In person meeting with candidate to discuss final interview process.
Continuously monitoring candidate interest in client and role at each stage.

30
Mins

Video Debrief With Candidate

Candidate manager will call candidate immediately after final interview to debrief and take feedback.
Continuously monitoring candidate interest in client and role at each stage.

30
Mins

Interview Availability Requested

Interview availability is taken and the candidate manager uses the call as an opportunity to note any updates or changes in circumstances.
= 10 mins per candidate

Interview Day

45
Mins

Video Debrief With Client

Client champion will call client to debrief and take feedback on the 1st round of interviews. Relevant candidate feedback and interest is relayed back to client.
= 15 mins per candidate

30
Mins

Interview Availability and Preparation

Video call with candidate to arrange and discuss 2nd stage interview process.
Continuously monitoring candidate interest in client and role at each stage.
= 15 mins per candidate

30
Mins

Video Debrief With Candidate

Candidate manager will call candidate immediately after interview to debrief and take feedback. Continuously monitoring candidate interest in client and role at each stage.
= 15 mins per candidate

Final Interview

Preferred candidate is progressed to a final interview with HR or Head of.

Final Interview Happens

30
Mins

Video Debrief With Client

Client champion will call client to debrief and take feedback on the final interview. Relevant candidate feedback and interest is relayed back to client.

Offer Management

Pioneer, your trusted advisor

At Pioneer Search, we understand the importance of getting the offer and placement process right. Acting as a trusted advisor, our Consultants work closely with both you, the client and candidate to ensure everyone is informed and confident at every stage. From offer negotiations to onboarding and final placement, our focus is on delivering a seamless experience. It's about more than just securing a placement - it's about setting up long-term success for both your business and the candidate.

Candidate Interaction

Client Interaction

Process Management

Client Extends Offer

30
Mins

Offer is Made on Video

Candidate manager will present offer to selected candidate via video meeting. Offer email will follow meeting and candidate is asked to reflect on offer, discussing with family and other relevant parties.

15
Mins

Video Meeting to discuss Offer

Candidate manager will meet candidate the next day to discuss interest in offer and answer any questions that may have arisen.

Verbal Acceptance Given to Client

Client champion will notify client of acceptance of the offer via phone

15
Mins

Next Day Check in Call

Candidate manager will call to talk through offer and to ensure they are happy with paperwork and required checks.

15
Mins

Pre-resignation Preparation Session

1.5
hrs

Daily Check Ins

Over the next 5 days candidate manager will call or text candidate daily to check in ensuring existing employer isn't building up to a counteroffer.
= 15 mins per call

15
Mins

Weekly Check Ins

Candidate is then called weekly within the notice period to check in and ensure they are still happy.
= 15 mins per call

15
Mins

Candidate Requalification

Candidate manager will call candidate to requalify interest in role and client and introduce 'what if' pre-offer scenarios. Candidate manager will also move to communication over WhatsApp to ensure any questions can be asked immediately.

Intent to Offer

Candidate manager will lay out the full offer via email including full offer details, benefits and if contract, onboarding process.

Acceptance

Candidate will notify candidate manager of acceptance of the offer via video and in email reply.

Onboarding Begins

If contract, candidate is contacted by dedicated on-boarding team to begins checks. If permanent, candidate manager works with the client to ensure checks are completed.



Our onboarding team have an obsessive focus on contractor care, payroll and compliance. [Click here to see full process.](#)

Paperwork Returned to Client

15
Mins

Resignation Day

Candidate manager will call candidate to check how resignation went to discuss potential counter offers and start dates.

1.5
Hrs

Candidate Relationship Management

Once candidate has resigned, paperwork is returned, and checks are completed, we move to organising a lunch to ensure our strong relationship with the candidate is maintained.

Start Details are Confirmed

Candidate Care

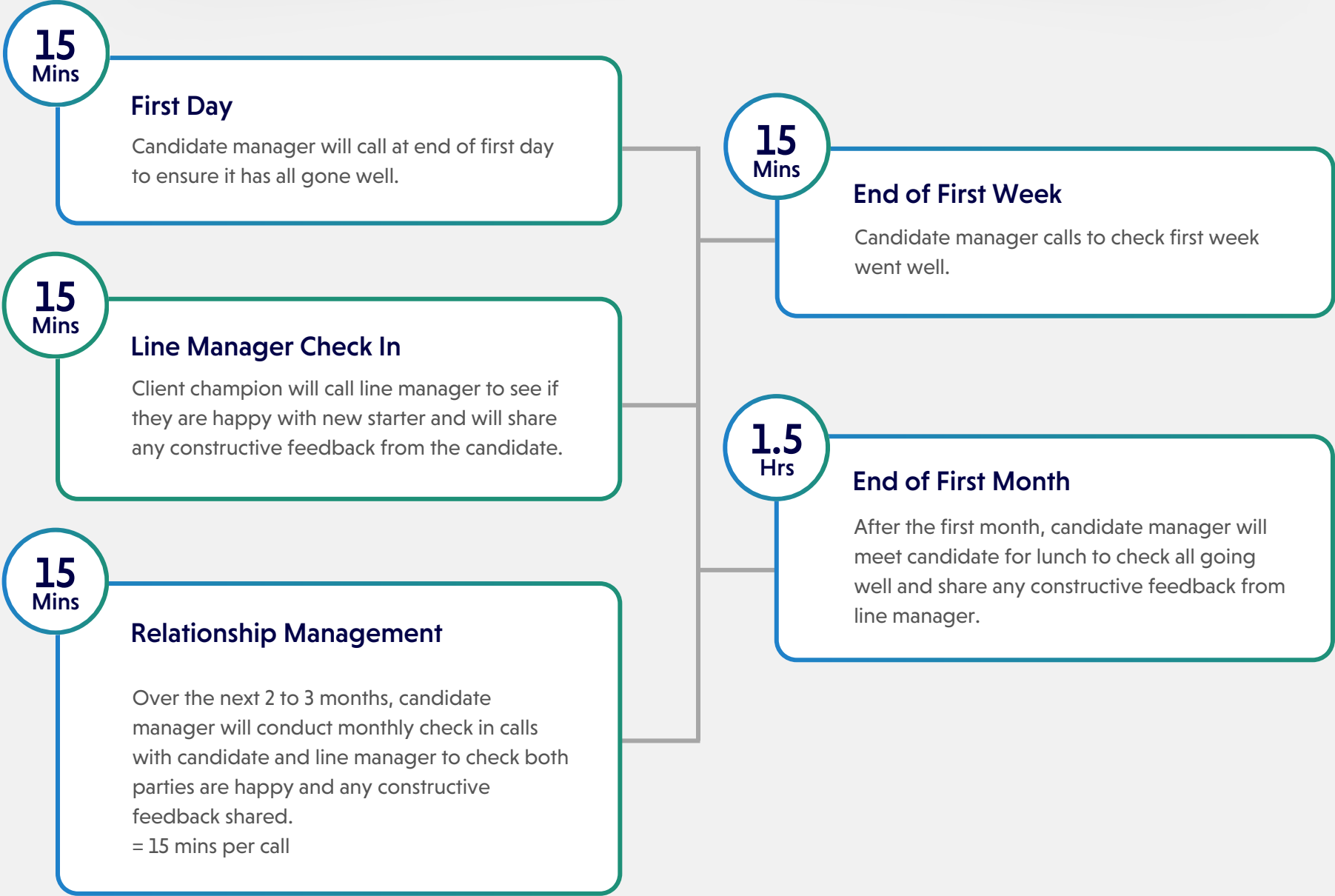
Candidate Relationship Management

At Pioneer Search, our work doesn't stop on a candidate's first day. We stay connected with both you and the candidate, making sure they settle in smoothly and that you're happy with their performance. We're proud of the long-term relationships we build, staying in touch and offering support throughout their time with you to ensure ongoing success for both sides.

Candidate Interaction

Client Interaction

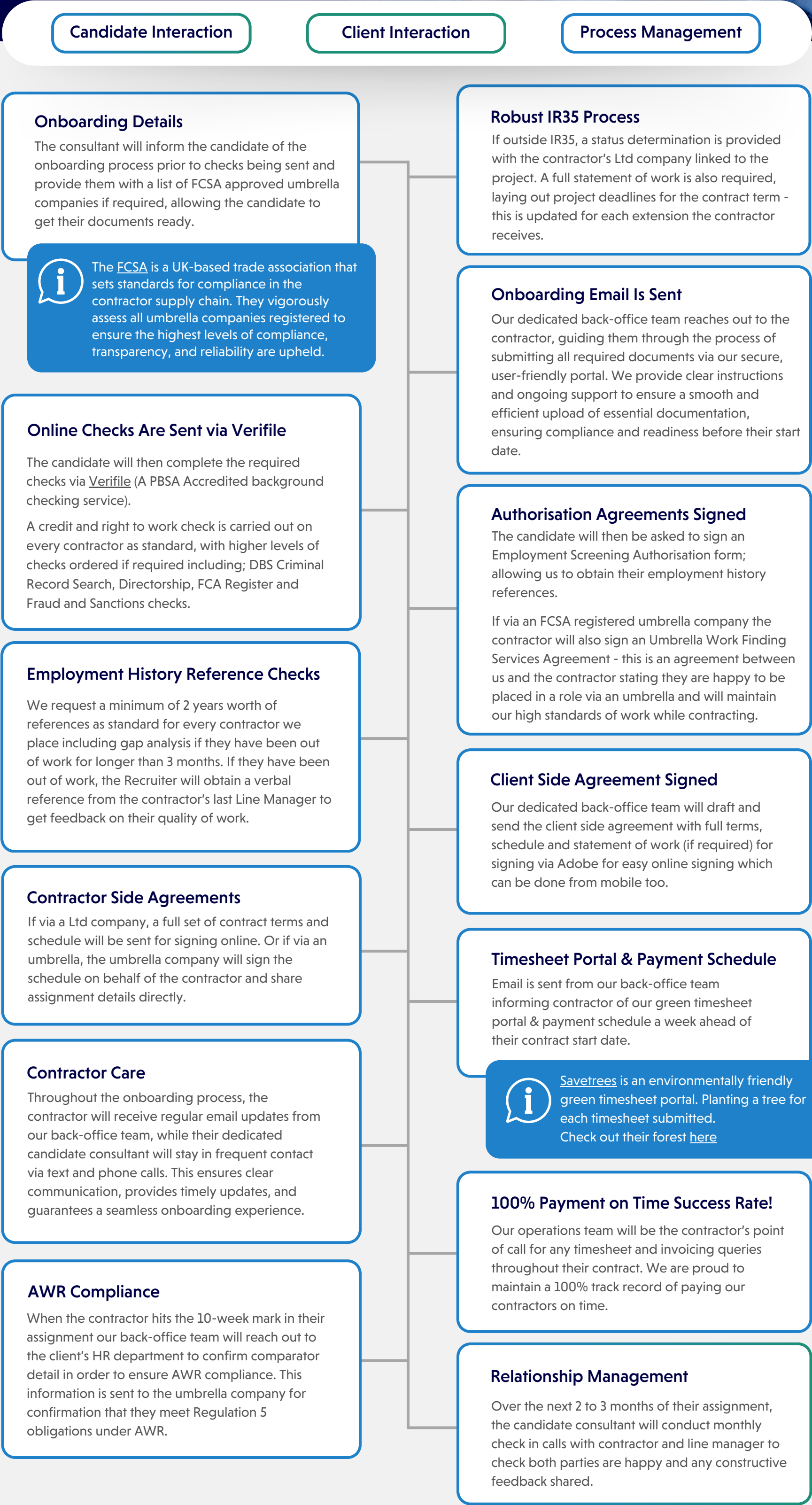
Process Management



Compliance

Our dedicated back-office team is passionately committed to contractor care, payroll, and compliance.

We take pride in delivering excellence, ensuring every contractor you hire undergoes a thorough yet seamless vetting process before starting. With a relentless focus on accuracy, we are proud to maintain a 100% track record of paying contractors on time.



Results & Testimonials

From HR Directors to Data Engineer Contractors and Project Managers, we strive to offer the very best recruitment experience for both candidates and clients, and every bit of feedback is important to us.



95%

of our permanent and contract placements **completed** their full contract, had their contract **extended**, or stayed in post for more than **12-months** after commencing permanent employment.



It's been the most straightforward process I've experienced and I appreciate all the extensions and the simple process for timesheets and invoicing.

- Contract Solutions Architect | Insurance



Onboarding / Admin / Payments etc : All managed by India – Superbly well done, always replies to queries quickly. Never had to worry about anything, invoices all paid on time and exactly as they should be. I wish all agency admin was so good 😊

- Contract Data Engineer | Insurance



I was able to log in and approve the timesheet really easily, and it's nice and simple to use. I also like the carbon-offset approach as well

- Line Manager | Insurance



The selection of candidates was excellent - Pioneer took time to really understand the requirements of the business & understand the type of person that we were looking to bring into the team

- Head of Analytics | Insurance



Our experience with Pioneer Search was very good. We were never bombarded with candidates who were a poor fit. Pioneer's access to candidates across a range of sectors / industries & experience levels was excellent.

- Head of Analytics | Insurance



Alex was extremely supportive and helpful throughout the process. His communication at each stage was great. After securing the role, Alex was in touch, checking in with how the onboarding and first month had been.

- Project Manager | Insurance



Since we started working with Pioneer, we have seen a real improvement in the quality of service provided, which has resulted in a number of recent placements.

However, for us it's not about making placements, it's about understanding our vacancies and business needs, which Pioneer has been able to demonstrate through the quality of the applications we receive.

- HR Director | Insurance