



W3QA

Selenium Recruitment Services

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Document Title
W3QA Recruitment Services and Charges
Document Abstract
This document outlines W3QAs' unique and disruptive approach to recruiting Selenium test resources.

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1 Recruitment Services

W3QA offers recruitment services in the specialist area of Selenium test automation. This is our exclusive focus in recruitment.

IT recruitment in the UK is largely handled by recruitment agencies. More could be done by the agents involved to truly establish the candidates' ability to fit the role you have tendered, before the interview.

For IT recruitment to work efficiently, it really needs people who understand the IT industry. Despite this being an obvious factor to commercial success, it is generally overlooked.

Recruitment companies tend to see recruitment as solely a process of "selling".

Even agencies claiming to specialise in test recruitment will employ people from a sales rather than an IT background. Subsequently, recruiters often lack any IT expertise and have little ability to appraise and judge candidates. This is inefficient and costly for all involved. Ultimately, it is the client who picks up the bill for this state of affairs. This problem is most severe in the niche areas of IT, such as test automation.

W3QA aims to disrupt a small sector of this industry by offering something rare: a reliable way of recruiting the person you need for your Selenium project.

We believe we can do this given our in-depth appreciation of automation and Selenium. W3QA have an informed understanding of Selenium and the skill sets that work well with it.

W3QA's recruitment process fully explores the market without intensive time and cost implications for you. We ensure that only the very best candidates make it to face to face interviews and only those that fit your requirements.

Our vetting procedures are focused, thorough and efficient. We make use of reliable on-line assessments and our own Selenium tests for initial candidate filtering. All our candidates are thoroughly interviewed before their details are forwarded to you.

The W3QA vetting process is split into four parts. Firstly we make it very clear on any job posting that the potential candidate will face a very rigorous examination of their fitness for the role. It will also outline what our interview process is via our website. This usually has the desired affect of deterring weak candidates who often take a chance on an equally weak vetting process.

All CV's received will be reviewed within 24 hours of receipt. Those that show potential will be followed up with a very well structured ten minute "lightening" telephone interview. These are an efficient means to gauge the candidates Selenium experience. Candidates who make it through the screening interview will be asked to complete a set of reliable on-line tests.

Finally, successful candidates will be interviewed more formally. We will fully explore their CV and fitness for the role in question. These interviews will usually last around thirty minutes.

Conducting face to face preliminary interviews are not always possible, but we do take steps to preserve the integrity of the interview process at all stages. Successful

candidates should wait no more than three days from the receipt of their CV to make it to a client interview.

The emphasis of the W3QA vetting and recruitment procedure is to push the time spent in recruitment onto the candidate. This strategy benefits the stronger candidates who are more confident in making such an investment of their own time. Weaker candidates will generally stay away from rigorous testing and examination of their fitness. Thus costs incurred in the early stages of the process are minimised.

The progressive "self filtering" nature of our recruitment process, leaves only the best candidates to face the more costly stages of the process. This means we can offer an affordable yet rigorous recruitment process.

W3QA is confident in its recruitment process and will only charge clients on successful hiring.

A strong process is critical to effective recruitment. Just as vital is that your recruiter knows where to find good candidates. Again we bring our extensive knowledge of this niche sector into play.

W3QA has a substantial and growing pool of freelance associates, including test analysts, test automation specialists and developers. All are specialists in their field and all have been pre-vetted. For contract or freelance positions we can offer W3QA associates directly. This will speed up the recruitment process and reduce the charges we pass on to you.

However, we also use the more traditional approach and go to the market on your behalf.

We make efficient use of on-line recruitment sites and ensure a quick turnaround of any Selenium resourcing needs you have. W3QA uses a range of draft Selenium job descriptions across all levels of testing. We have accounts with the major job sites, including Jobserve, CWJobs, Monster, TotalJobs and LondonJobs.

W3QA employs its specialist position and understanding at every level of the recruitment process. We are not sales people we are Selenium people. W3QA will ensure you always get the people you want.

2 Recruitment Charges

For Contract/ Freelance Recruitment

We charge a percentage mark-up on the contractor's rate. This will vary based on the length of the engagement. The shorter the engagement the higher this percentage will be. We can also charge one off fee for longer term engagements should this be more efficient for you.

Market rates for Selenium testers are high, but moving downward. Currently they are in the region of £250 - £500 per day.

For a reliable guide to market rates I would suggest checking the IT Jobs Watch site:

<http://www.itjobswatch.co.uk/contracts/uk/selenium.do>

Bear in mind that rates quoted by this site are the rates being offered to contractors. So are without any agency mark-up. The market rate including the mark-up from agencies can be considerably more.

For Permanent Recruitment

We charge either two or three months salary, depending on the size of the salary being offered. Currently, the threshold is £30K.