

HEAR FROM OUR CUSTOMERS

CUSTOMER SUCCESS STORY

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SEVERN TRENT SERVICES

Challenge:

Looking to target the best talent for a range of comprehensive and vastly diverse jobs

With the need to find the best candidates across the globe, Severn Trent Services needed a recruitment solution to hire faster, better, and more efficiently. Severn Trent is one of the largest water and wastewater treatment companies in the world. With nearly 3,000 committed individuals working to purify water for millions of people around the globe, Severn Trent has built its organization on the most essential substance for plant and animal life: Water. Hires fall broadly into office professionals to plant managers to engineers, to name a few. As a customer of Monster since 2005, Severn Trent values high performance, hard work, honesty and teamwork and looked to Monster to help them source and identify superior candidates.

Helen Martinez-Mitcham, Recruiter, joined Severn Trent in June 2008. Having used Monster in the past, Helen was excited to use Monster again to fill the jobs she was responsible for. "I have used Monster successfully in the past, so I was excited to start working with a solution that has delivered." As Severn Trent already had their recruitment packages in place, Helen reached out to her sales representative. Helen commented, "I always found Monster to be flexible to my hiring needs and I needed to understand what we currently had and how we could use it to the fullest potential."

Solution:

Monster Job Postings with 14-day Refresh and the Resume Database with Diversity—finding quality candidates targeted to our hiring needs.

Severn Trent was currently using Monster's Resume Database with Diversity and Complete Job Postings. Looking to further the reach and freshness of their job postings, Helen wanted a solution that would keep Severn Trent's postings live and top-of-mind when searched. Her sales representative provided detail on the value-added feature of 14-day refresh. Helen stated, "Utilizing the 14-day refresh feature, we found that our job postings were recharged for a longer duration and enabled us to re-launch our job ads back to the top of Monster's job listings and increase our visibility with the latest Job Seekers."

In her role as recruiter for Severn Trent, Helen found she needed to further understand best practices and processes with using the system. "I had heard about Boolean search on Monster, but really wanted to use it to the fullest potential. I was able to take an online training course that was easy to follow and provided clear and concise tips on how best to utilize my recruitment tools," stated Helen. "I was able to use Monster's free training and advice on hiring tools and techniques. Talk about great support."



"From the time I came onboard here, my sales representative has made the transition seamless. I feel comfortable and trust her to give me guidance based on my recruitment challenges. The Monster representative really stepped up to the plate—a mover and shaker that has made my experience with Monster exceptional."

*Helen Martinez-Mitcham
Recruiter
Severn Trent Services*

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With great training and a value-packed solution of job postings and the resume database, Helen was able to save time and money to target and hire the professionals she needed—fast. In addition, Helen was able to increase her reach by connecting with qualified job candidates while extending Severn Trent’s brand to the largest online talent pool.

Results:

Received more resumes from quality candidates resulting in successful hires.

“The ability to use Monster Resume Search to quickly identify candidates with the right mix of skills and experience gives me the time and flexibility to make connections with the most qualified candidates.” stated Helen. “I have been extremely pleased with the results Monster provides in terms of both candidate quality and quantity for our corporate positions.” In the past three months, Helen was able to hire seven individuals for various positions from engineering to senior accountant. “I believe the 14-day refresh feature really helped to keep our positions at the top of the search results and we could reach candidates ready for new opportunities.”

Using Monster’s Resume Search and Job Postings, Severn Trent was able to target the candidates they needed. More importantly, Helen loves the training and research support. “I was able to attend a webinar, “Innovative Ways to Attract Talent” and found it to be very informative and professional.” Helen added, “This webinar and the training I participated in were very resourceful.”

Helen closed with “From the time I came onboard here, my sales representative has made the transition seamless. I feel comfortable and trust her to give me guidance based on my recruitment challenges. The Monster representative really stepped up to the plate—a real mover and shaker that has made my experience with Monster exceptional.”

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*Helen Martinez-Mitcham
Recruiter
Severn Trent Services*

**CREATE YOUR OWN
RECRUITMENT SUCCESS.**

To get started or to learn more, call 1-800-MONSTER (666-7837) and speak to your Monster Representative now.

