

***Are you looking at overseas candidates as a means of acquiring good quality staff?***

***Do you have the experience and international presence to run an effective and efficient recruitment campaign?***

***Can you naturalise and support new workers in the UK?***

Synarbor PLC has an outstanding history of resourcing, filtering, placing and supporting overseas public sector candidates to work in the UK. We have worked with many local authorities, schools and Trusts to ensure they receive the highest quality of staff with the lowest level of effort.

It is an unfortunate truth that the 'overseas campaign graveyard' is full of ineffective, very costly expeditions that have failed to produce or retain the workers they required. We believe that all were carried out with the very best intentions and generally with a fair amount of planning, but without the experience, knowledge or locality to navigate the terrain correctly.

Understanding your local domain is widely acknowledged as the key to business success. Many large corporations have taken UK business models to foreign lands only to fail because they did not factor local requirements and international sustainability into their robust equations.

Synarbor is an international resource expert that understands the need for a local knowledge in a global world. Through our international branch network we resource for overseas public sector professionals, around the clock, 365 days per year. The offices are strategically positioned to service the public sector areas most in need and to attract the most transitional cohort of candidates. Our Australasian and North American offices have been particularly successful in the provision of Social Workers and Educationalists to the UK.

***Have you looked at the international logistics of a campaign?***

- When is the best time to recruit?
- Which fairs and advertising mediums are the best?
- Who is the time zone contact?
- Are the venues suitably placed for the candidates to locate?
- How do you know whether you are getting fair value on costs?
- What about immigration laws and international vetting procedures?
- Are the candidates' qualifications portable?
- Who will hold their hand and walk them through a month by month process?

*Find out how Synarbor Overseas Recruitment solutions can assist you to run an effective campaign!*

## ***How can you ensure a candidate will travel across the world for a job after one interview?***

- Synarbor has a 24/7 support service with SMEs
- Synarbor help arrange document collation and presentation
- Synarbor assist with processing work permits
- Synarbor set up in country bank accounts
- Synarbor stay in constant contact through phone, email & news letters
- Synarbor assist with and securing discounted flights
- Synarbor has a UK network of accommodation providers
- Synarbor pick their candidates up from the airport
- Synarbor start 'naturalisation' in country and complete in the UK
- Synarbor hold UK induction courses one week after arrival
- Synarbor hold social & overseas community events
- Synarbor are a constant conduit for client and candidate

## ***What happens if a candidate pulls out?***

- Synarbor recognise that managing a problem from the UK is not practical
- Understanding the many reasons for 'cold feet' is essential and gained from experience
- The Synarbor recruitment process is constant and contingent
- We are proof that the process doesn't need to start from scratch, it simply doesn't stop!

## ***Does Synarbor have the relevant skills?***

- We have had an international presence since 1999 and fixed international offices since 2001
- We have 18 offices across the globe
- Our international teams are made up of highly skilled resource experts with local and international domain knowledge
- Synarbor has placed and supported thousands of overseas candidates
- We are a local presence in an international market
- An affinity with local terms, nuisances and the right correlative comforts
- A 'true' intrinsic value

If you would like to discuss overseas resourcing with one of our international experts and find out how you can save five times the cost of a direct expedition, then please contact us on:

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