

**Case study: Network
Infrastructure Design Engineer**


Reliance High Tech



Network Infrastructure Design

As one of the UK's leading independent security technology integrators, Reliance High-Tech has an extensive public and private sector client base featuring National Infrastructure, Police, Government, NHS and many Blue Chip Corporations.

A unique in-house IT team is responsible for developing the company's acclaimed cloud-based solutions and supporting all first line and on-site security-related IT requirements to stringent regulatory standards.



With a continuing trend of digitisation within the industry, the management team approached Zitko with a requirement to exclusively work to resource a key new appointment: a Network Infrastructure Design Engineer.

Applying our methods to the problem

Zitko has been working with Reliance High-Tech for over 7 years, primarily on resourcing field engineers across the UK.

Prior to joining Zitko in 2016, Senior Recruitment Consultant Emily Coates recruited extensively in the IT field. This, combined with our success at resourcing hard-to-fill positions, gave us the opportunity to work on this unusual assignment.

We began with a thorough analysis of the requirements for the role. Ideal candidates are relatively rare, so we especially focused in what technical expertise, as well as soft skills, were essential from day one and what could be provided through training.

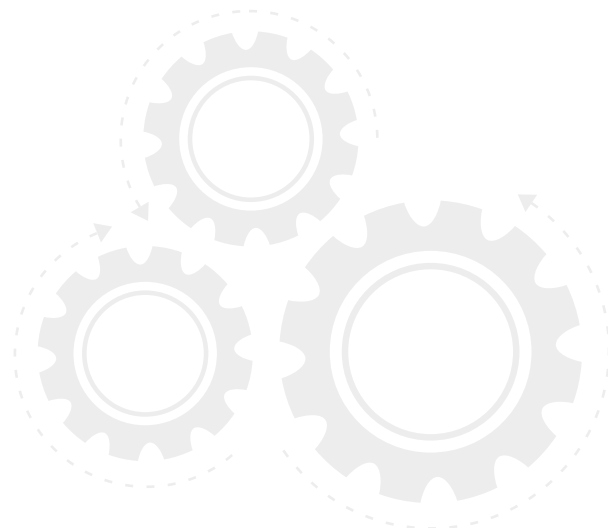
Another key question was candidate background in terms of industry and applications. This took us a further step along the road, enabling us to cast the net as widely as practicable and to identify potential talent pools.

With a solid specification we then began the research phase. This is painstaking, challenging work, identifying individuals in relevant fields and engaging with them to generate interest or referrals.



Outcome

We were able to build a shortlist of 25 professionals interested in pursuing an application. We then carried out detailed screening sessions and submitted two recommendations to the client. Both candidates were interviewed and one was appointed.



We are Zitko

We're your independent fire and security recruitment partner. We're straightforward to work with because we keep things simple. We find hard-to-find people for hard-to-fill roles across 6 key specialist areas:



Security engineering



Contract



Integration



Sales



Fire



Senior Appointments

How can we help your organisation?

Our market knowledge and contact network makes it possible to specialise in security tech jobs and talent on a global scale, focussing especially on the UK, EMEA and the US. We go big on the partnership approach and collaborate with some of the world's most highly respected and innovative organisations.

If you want to find the talent your businesses needs to succeed and grow, we can help you with that.



Let's talk

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