

“You need an Oracle SQL Developer? Of course, leave it with us.”

No matter how unusual the role and whatever the sector, **Supertemps IT & Technical Division** will help you find the right candidate... **on time and in budget.**

How we helped Probit



Tapped in to our **niche technology** networks to source suitable applicants



Sourced successful applicant from **Australia** and communicated throughout the process



Interviewed all applicants **face to face**



Provided complimentary **interview room** space at our HQ



Delivered **100%** **on time** and within budget

| The client

Formed in 2010 by CEO and Founder Dr Phil Jonkergouw and CSO/Founder Dr Tim Watson, Probit Consulting is an Anglesey-based asset management company.

Among their customers are utility and energy firms including Welsh Water, Wales and West Utilities, Thames Water, Cadent and the National Grid.

Probit's clients are responsible for more than 50% of all gas distribution in the UK.

Using a unique modelling system, Probit is able to let customers know how much money they're going to need to spend over the next 25-40 years on infrastructure.

Phil said: "If there was a pipe that needed to be repaired or replaced near a hospital, for example, that would be more of a priority than one under a field in the countryside."

"Addressing that can save thousands of pounds, even millions, and in some cases these decisions can save lives and prevent serious injury through flooding or a gas leak."

| The challenge

Over time Probit has developed its software to the point where they needed an extra pair of hands. The position was for an Oracle SQL Developer - a skill not common in North Wales - but one that was key to their future growth.

Phil said: "The software requires advanced forecasting and consequence models that allow our clients to identify high-risk assets that may affect facilities, services and infrastructure if they fail. This enables them to proactively maintain identified risk areas before any serious damage occurs."

"For example, if a network of water pipes in a built-up area is likely to be in need of replacement, after inputting vital information around the age, condition and location of the pipes, Probit's software would flag this up so it can be dealt with prior to any incident unfolding."

"It's a big job and this was an important position to fill."

| The solution

Phil began searching for a recruitment company that could help to fulfil the company's needs, with specific IT and technological requirements.

He said: "The name Supertemps and specifically their IT and Technical Division, kept coming up."

"We had used other routes in the past and it had been a total nightmare, especially advertising, as it's very time consuming and I would receive so many spam emails that would clog up my inbox. I even tried networking, but none of it worked.

"It's a specified and even 'niche' role so you can't find a suitable candidate off the shelf, but Supertemps were able to put us in touch with people who had the right background and experience and even allowed us to use their headquarters for the interview process."

"That was very kind of them and made it a lot smoother for us, given that we are all working remotely and not from a set base."

| The result



Probit hired database developer, Ifan Jones, who had just returned from Australia hoping to find local work in his specialist field. Phil praised Supertemps and its knowledge of the sector and says Ifan was the "perfect match" for them.

He said: "**Supertemps understands the industry and the people, no matter how hard they are to find.**"

"In this business the software is always advancing and legislation is forever changing so it's tough, but we are at the cutting edge, and that's why we've managed to secure so many top clients."

"Ifan has joined the team with more than a decade's experience in IT. He was the perfect match and is very capable; despite the system being in flux and things ever-changing he has taken to the role."

"It's not so easy when you can't find the right people; it's been a complete nightmare in the past, so I'm glad we contacted Supertemps and they were able to support us."

Supertemps Consultant Kate Humphreys worked with Probit to fill the vacancy, and says while it was a challenge, their database and contacts helped narrow the field and find the perfect candidate.

Kate said: "I'm so pleased we were able to support Dr Jonkergouw, and that Ifan is now a key part of a growing team here in North Wales."

"There are many jobs out there for highly skilled workers in this region, particularly in the IT and specialist sectors, so I would urge candidates and businesses to contact us if they want to find out more."

| The result

Probit is now looking to expand and take on more staff in the near future.

Phil said: "The talent is out there, and a lot of people are like Ifan and want to stay or move to North Wales. It is becoming more and more possible because of the growth of business and industry in the region, notably IT.

"It has been difficult to find suitable candidates given the specialist nature of what we do, but with the support of Supertemps we found what we were looking for and Ifan is already a good contributing member of the team."

"It's a very busy and positive time for us and I would like to thank Supertemps for all their help and support - I wouldn't hesitate in recommending them."

For more information, visit www.supertemps.co.uk