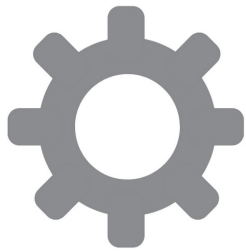




VARIAN MEDICAL SYSTEMS CASE STUDY

VARIAN HAD EXHAUSTED THEIR SEARCH - MME DELVED INTO THE PEOPLE BEHIND THE CV TO UNCOVER THE PERFECT MATCH

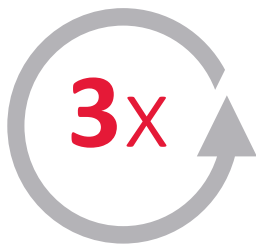
KEY RESULTS



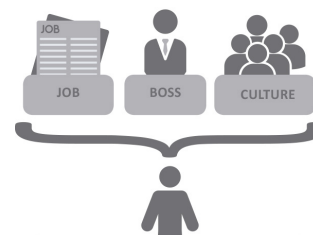
mme's consultative approach leads to a comprehensive understanding of business and hiring objectives



Insights into the people behind the CV uncovered the right candidate who was previously overlooked



Applying the mme formula meant that Varian was **3x more likely** to find the right person



The unique Job, Boss and Culture methodology contributed to a successful outcome for all

As a leading medical device company in the treatment of cancer, Varian requires staff who are engaged with their cause, dedicated and suited to a high-performance culture.

MME PROVIDED EXPERT OPINION ON PREVIOUSLY OVERLOOKED CANDIDATES

At mme CVs aren't taken at face value. An all encompassing deep dive into every applicant's background, drivers and career pathways uncovers the full employment picture - Nothing is missed or overlooked.



SITUATION

Varian approached mme to consult on some recruitment projects after their in-house recruitment drive failed to deliver relevant candidates. Their lack of internal resources meant a comprehensive role evaluation was missed. Varian's trust in mme had developed over a relationship spanning 10 years. This enabled mme to share departmental insights, boss and culture expectations to the market, lowering the risk of the unknown to the candidate market



SOLUTION

Initially, mme used their market and sector expertise to consult with Varian on remuneration, benefits, transferable pathways, 'fill-ability' and project timelines. Then drawing on their partnership mme was able to build an extensive job, boss and culture profile, aligned to Varian's values. A competency matrix was developed to comprehensively match on the job ONLY. An attraction strategy was devised including cross matching with mme's 40,000 strong local database and access to the elusive passive job-seeker market. A customised discovery model was implemented ensuring boss and culture fit was analysed prior to any discussions about Varian's roles. Identification of CVs that needed more consultation and insight and finally extensive probing with the aim to unearth any beneficial attributes and assets was conducted.



RESULTS

mme's 360-degree consultative approach led to the hire of a candidate who was previously rejected by Varian. The ability to see past the CV and bring forward the correct attributes meant mme was able to align the job criteria, values and culture fit. No one was missed and the right person for the job was hired. Varian's business was promoted to the broader local passive market enabling long term attraction opportunities.

CRITICAL SUCCESS FACTORS

- Varian used mme's market and sector expertise to make an attractive employee proposition and identify cross market opportunities
- mme's cross matching methodology focuses on working with both the right and wrong CVs
- No applicant was missed as a dedicated consultant was assigned to sift through all applications
- mme's 40,000 strong database built over 15years provided access to the passive job seeker market
- A comprehensive screening process uncovers much more than what is on a CV
- mme's Job, Boss and Culture methodology aligned the successful hire
- A consultative approach meant mme was embedded into the Varian process
- Varian saved critical working hours with mme as recruitment partner
- Long term career partnerships mean mme know the person behind the CV



Working with right and wrong CVs provides an insight into the person behind the CV. This was instrumental in the hire for Varian.



mme's methodology means Varian was 3x more likely to find the right person ensuring a Job, Boss and Culture MATCH.

To discuss how the mme team can help you see the people behind the CV, please contact us on:

☎ 02 9451 0222

✉ info@mitchellmorley.com.au



We've worked with mme for over 10 years and they found me my job here 5 years ago. mme's longevity in the local employment space, their relationships, processes and partnerships are a real advantage for Varian. Their ability to see the person behind the CV resulted in one of the best hires we've ever made, someone we ourselves had overlooked.

- A Kennedy, HR Country leader Australasia