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“Quality, Key to Success”

Dear All,

This month, we are going to share with you how candidates live Blue Marin's experience during the full and comprehensive search process. It will give you an idea upon how can a search firm contribute to higher your organisation and brand's exposure without paying an additional fee.

Next month, we will talk about how our clients have experienced our executive/direct search process with us.

Best Regards,

Zoran Marinkovic
 Managing Partner – Blue Marin Management Consultancies

Candidates' Experience on Blue Marin's Search Process

While we are in human relationship business, we – surprisingly – keep on hearing that candidates do not feel they are treated well but recruiters...one call the other day from a recruitment agency who say there are headhunters (!) and no more news. How many of you have experienced this situation. How frustrating it can be to lose time and to provide information to an unknown person. They consider it is a volume game, the big factory whereby they do not take time to have a real and candid conversation because they have to deal with so many placements they promise all their clients to fill!

We are going to share with you in full transparency **the testimonials of the candidates we placed with regards to the experience they have had with us:**

“I must say my experience with them was a roller coaster. They are thoroughly professional and very cooperative people, who not only comprehend their client's demands but also safeguard the candidates' stake”.

“It was 5 years ago, in my experience, Blue Marin was highly professional and organised during my recruitment process. They found my profile matching to their client's requirement of having a technical Telecom Engineering position”.

“The process was clear and comfortable to the candidate”.

“I can say, it was very clear process and straight to hire the suitable candidates. There was no complex procedure so I think you work to satisfy your clients and candidates as well.”

“When I started looking for a job opportunity, I had several interviews with several recruitment companies, in Abu Dhabi and in Dubai. Blue Marin Management Consultancies was one of them but I quickly noticed that the approach and the processes used by them was different from what I experienced with the other recruiters. From the very first interview I had with Zoran until the final interview with the Client, I have been closely coached, advised and followed up by Zoran and his team”.

“The Approach was very professional and the most important factor was the "time line" where BMMC kept me informed about every single update through the process.”

“Excellent and professional and I have totally positive feedback”.

When it comes to how different it could or could not be, here are their answers:

“I got a casual call from Blue Marin to attend for a personal interview, I expected a more of personal discussions, but to my surprise, Zoran asked a lot of technical and job related questions very much relevant to the required profile for his client. This made me even surprised that a recruitment consultant can go so deeply on to the subject unlike I experienced with others. I even was asked to draw sketches and plans in front of the interviewer.

Feedback and Follow up from Blue Marin was good and prompt, the second day I was informed to go for client interview, I had to go through a second round of rigorous technical round with the client. After the interview, I still had a lot of questions, regarding my role, which I couldn't entirely clarified during the interview with my client but Zoran replied me with clear answers to my queries. He was always thinking and speaking from my shoes, when he discussed with me to take up the job, in explaining the prosperous opportunities I will have in the new job. I assume he did the same role with his client in explaining my potential to the decision makers. The researcher was the coordinator and she was always attentive and replied to all my emails and phone calls to put me into quick process through the placement”.

“Blue Marin's process is clear and to the point.”

“Quick and professional process with all details needed. Also, before they send the candidates to their clients they always make sure that the candidates have all information needed. I like this way so much.”

“The level of advice, feedback, and overall of professionalism in terms of recruitment services, provided by Blue Marin is unique and rare, especially in the UAE. Whereas some "bigger" recruitment companies would just call you to know if you're available for an interview and then you may not hear from them again for weeks, Blue Marin has always been present to help me as a candidate to get prepared for all my interviews, to provide me with some feedback (positive or negative), to challenge me whenever it was necessary, to advise me. There has always been a contact with Zoran during the whole recruitment process, until the final decision was taken by the Client.”

“I would say transparency was the key in terms of ensuring that candidate has the right skills and experience before he or she is placed before the client. It helps both, the candidate and the recruiter to move forward quicker and take decision.”

“Blue Marin process is different to other head hunters in terms of the fact that they meticulously comprehend their client's requirements and then thoroughly test the candidates and chooses the best of the best in the relevant field to satisfy their customers to the best. On the other hand the process is equally transparent to the candidates as well. They ensure to safeguard their stake and always try to offer them the best deal. I would say they serve to be a really strong bridge between their clients and candidates. They really do a very good job in keeping the right balance by taking care of the bilateral interests of involved parties. If you are dealing with Blue Marin, rest assured that it will always be a win-win situation”.

“**Well organized Process:** as meetings were with different levels of the office management and after that with the client himself. **Accurate:** as there is a keen attention from the interviewer side to the client and candidate requirements. **Follow up after each step:** as after finalizing each stage of agreement between candidate and client, the agency kept following up to make sure that all pending issues were solved”.

When they were asked how our methodology and behavior could benefit our clients, here are their points of view;

“Identifying shortlisted potential candidates and speaking at length like as BMMC does, will give a lot information to fully conceive the ability of the candidate, is the best way. To my surprise, I could find a different Report with the interviewer at R&M which was provided by BMMC, it is like a fully pledged Candidate report, that was a synopsis consisting of my resume, Zoran findings and conclusion about my abilities during his first interview with me etc... This is a perfect way of really understanding both requirements (Candidate and Employer), and link common points through by doing this, they are actually enabling their client to do quick decision making, without having to going through all the exercise again”.

“Your processes filter the candidates and delivers the right person for the right job”.

“Actually, they have great experience in GCC market so they know how to select the candidates before sending them to their clients and by this way I can say that they always hire the suitable candidates to their clients then definitely their clients will get the benefits”.

“Blue Marin is now recognized within my company (previously the Client) for its professionalism and quality of services, in terms of feedback, statistics, knowledge of the market and of the candidates. All these qualities/strengths give strong confidence to Clients in general, especially when it comes to recruitment of "high profile" candidates in a country like UAE where you can find plenty of candidates from various origins, profiles and quality. So the choice is even tougher for the Clients and the precious help of excellent recruitment companies such as BMMC is critical and of high importance, especially for medium sized companies like mine.”

“The most important point is that Blue Marin was in touch with me even after my employment to ensure that I am not facing any issues with the employer and the they are willing to resolve or take it up with the employer to address the concerns which I may have; not many recruitment agencies do that”.

“Blue Marin really strive to understand its clients requirements and then they ensure to pick the most appropriate candidate with the right skills, knowledge and experience. Blue Marin don't believe in random pickings, and they really turn the candidates up and down to choose the best of the best and that is the reason Blue Marin always returns their client's trust with value”.

“As time is so critical, BMMC process is: Saving client time and money by meeting the candidates first (asking the right and suitable questions which match client requirements), do the right filtration, then choosing the suitable candidates who match the client requirements.”

“A big thank you for the team at Blue Marin who have been efficient and professional in getting me a new role and making my move from one job to another a seamless transition. They were accessible and highly informative on all aspects of my interview process. I would highly recommend Blue Marin to companies looking to recruit and individuals looking for work. Thanks again.”

I would like to thank all the candidates who have taken from their precious time to answer our questionnaire. It has been great to deal with such good people who have been teaching me a lot about their knowledge, experience and competencies. Thanks to them, I have learnt about Telecoms, Information Technology, Metal industry (stainless steel), Building Materials and Construction business model, Consumer Goods with all their complex supply chain, marketing, sales, business development, finance that are very specific to their industry.

Meet Blue Marin Management Consultancies**Information & Communications Technologies (ICT)****Sectors**

- Telecommunications (FTTH/GPON, SDH/DWDM)
- Information Technology (Structured Cabling, Data Centre)

Roles

- Business Development Manager
- Head of Sales
- Project Manager (FTTH/GPON)
- Network Operations Centre Team Leader
- Supply Chain Manager
- Warehouse/Inventory Manager
- Sales Manager
- Key Account Manager
- Head of Technical Data Centre
- Finance Manager
- Logistics Manager
- Demand Planning Manager

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