



Aruspex - Vacation job gamble pays off

After growing quickly Aruspex, a young company established in 2004 by Tess Walton and Stacy Chapman, was ready to employ new staff members. The strategic workforce planning solutions company decided a key strategy was to find some young but impressive university students.

Tips from Aruspex:

- be flexible
- create challenge in the work, it makes it more interesting for the individual if there is an opportunity to learn something new
- welcome your new employees. Stop and give them some attention beyond just how they do the job

Attracting students to the workplace

In October, Aruspex advertised an internship/vacation position at a number of universities. Since most universities have a careers and employment service for students where employers can advertise vacancies free of charge, Aruspex had nothing to lose. To Tess and Stacy's delight, the listing returned a number of candidates, about six of which they wanted to pursue further.

However, being too busy to interview them all, Stacy e-mailed a series of well-chosen questions relevant to the position. The speed and quality of responses indicated the candidates' aptitude and enthusiasm for the position, allowing Stacy to narrow it down to a final two candidates. Only then did she arrange a brief interview, to ensure they weren't "complete dills", as Stacy puts it. As it turned out, they were so impressed with each candidate they hired both.

Tailoring the job to the worker

The next step in the process was to think about what a university student would want from a job.

A logical place to start was food, so Aruspex provided lunch for the staff on the first day. Flexibility was also high on the agenda so whenever possible the students were offered a choice of how many days and which days of the week they worked. The students could even work from home. Combined with very reasonable remuneration and constant communication, including a clear and concise offer letter to make sure everyone knew where they stood, Aruspex considered all aspects of the job from a university student's viewpoint.

Stacy says taking a gamble on young staff has paid off for Aruspex, "The new staff are committed, enthusiastic and loyal; and capable beyond their years."

So if your circumstances allow it, why not take a leaf out of Aruspex's book and try a similar strategy yourself?