



# Step 1. Recruiting Process

## *Outline the job at hand in layman's terms*

*Make the process super simple to follow*

### **Part 1 - The Job** - lets describe it in as much detail as possible

**a. What is it?**

*We are looking for a Senior Land Surveyor to head up a leading team of Surveyors to tackle any type of large land survey project.*

**b. What will they do?**

*Topographical and measured building surveys. Setting-ut projects.*

**c. Who is it for?**

*Experience in working with large land projects. Be willing to work away from home, demonstrate being a self starter. Someone who loves to travel. Likes a challenge.*

**d. Ideal kind of person**

*Loves sport, outdoor type of person. Loves hiking. Interested in problem solving. Is a member of the local fell running club. Has a degree in geography.*

**e. Who is it not for?**

*Those who prefer an office job. Not up for a problem solving challenge. Those who don't like working remotely.*

**f. Experience in years and what they need to have done**

*Be able to demonstrate working knowledge of surveying equipment like Laser Scanners, Total Stations and GPS systems. Competent knowledge of AUTOCAD and experience (basic) of TopoDOT*

**g. Where is it based/ Location**

*From home anywhere in the UK but it will require regular monthly meetings in the office located in York.*



**h. How many hrs/ part time/ full time etc?**

*This is a full time position with flexible working hrs depending on projects*

**i. Job Title**

*Senior Land Surveyor*

**j. Salary & Contract type**

*Salary range between £28,000 to £42,000 and permanent*

## Part 2 What to expect when you work for us check list

Is the following clear to the potential candidate?

- Where we are located
- Document or have links to projects you have carried out
- Video insight interview from employee documenting what to expect when you work for us
- Is it clear we support ESG?
- Documented key questions candidates will have
- Remove any jargon or explain it?

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