

# IT & Innovation: A data driven approach is the future

**'The role of IT & Innovation is becoming increasingly important within a broad group of organizations', an observation made by Robin Dennie, managing recruitment consultant at Luke. He is in charge of the IT market within Luke Recruitment and therefore knows all about the latest trends, innovations, and developments.**

In the context of 'practice what you preach', Luke, too, has adapted to this fast paced digitalization as it fits the current way of thinking: don't focus on systems and solutions, focus on data!

A growing number of organizations is committed to digitalizing their organization and Luke aims to respond to that development. Robin: 'We know the market and are able to connect with the right candidates. Nowadays, everyone has an online presence and Luke has implemented many tools to find the right person for the job. Through the use of data, and with some help from Artificial Intelligence (AI) and machine learning, we can deploy many digital headhunters.' Our system is very transparent for customers as well as candidates, which means they can follow the entire recruitment process online.

## **Data driven organizations are the future**

Luke understands this new way of thinking when it comes to the recent development of digitalizing one's company. We know: data driven organizations are the future. What information is available and what do you want to do with this information? Systems are subordinate to these developments and will need to be adjusted. At Luke, we've also made the step towards a more data driven organization; we want the information from all our systems to be available in one place. Eventually, we want to improve our algorithm in such a way that we'll be able to create an automated customer/candidate matching system. Luke aims for the perfect match at all times.

## **Luke finds the IT & Innovation professional**

We know what is needed in the dynamic environment of IT and Innovation. It is a fast paced world where new developments surface very rapidly, which is very demanding for the professionals in this market. Not just when it comes to skills but also behavioral competences. Luke knows it is important to have professionals at your organization who are front-runners in the market and aren't afraid to initiate changes, no matter the job offer. Our personal approach is a very important aspect of our search for the right match between customer and candidate. We highlight one's character to see whether the candidate fits the organization's culture. This is becoming an increasingly important indicator, especially with the key positions we fill. required for a Retail professional; someone who is passionate, and can contribute to the continual growth of a formula in an innovative manner.

# We connect people who dare to grow!

## Recruitment Power

At Luke, we call ourselves recruitment innovators. Recruitment is what we do, the role of innovator is what defines us. We're able to make this work through an incredible mix of personal attention, an extensive network of contacts, and by using the latest technologies. This combination has made us a key player in recruitment of HBO- and WO-level professionals with at least 3 years' work experience.

Luke is a true specialist. Our recruitment consultants know of the latest developments and innovations and have a complete understanding of their respective expertise. It is a cohesion of recruitment power; the essential ingredient for a sustainable match.

## Specializations

The Recruitment Experts at Luke are experienced in several markets: Agri, Food & Horti, Retail, Interim, Professional Services, IT & Innovation, Industry, Logistics and Energy.



**Robin Dennie**  
Market Manager IT

## Functional expertise

Luke combines functional expertise with industry understanding. Consequently, we are able to find the most suitable candidate.

## Functional expertise

Supply Chain

Finance

IT

HR

Technology & Operations

Interim

Sales

Marketing

# Collaboration. How?

## A real time, transparent collaboration

Luke uses the state of the art Applicant Tracking System (ATS) with client functionalities. A unique login code lets you to access your job openings. This allows you to real time track the recruitment process including all (previous) tasks and files, ranging from resume to assessment report. You can also review candidates. By downloading the ATS-app you are always up-to-date on the recruitment process with the first results coming in within the first 48 hours.

## Advanced Machine Learning sourcingtool

How does Luke find the perfect candidate? To put it simply: by developing recruitment algorithms based on data, such as job and personality profiles, that help us find the best suitable candidate for the job. To do this, we get help from an advanced AI sourcing tool. Our consultants are continuously altering and improving the algorithm, thus helping the algorithm 'learn'. This improves your company's recruitment process, resulting in an optimal match.

## Real time transparent process

### Intake



### Recruitment



### Selection Luke



### Employer



### Placement



#### Week 1-2

- Research organization and vacancy
- Job profile with result areas and competencies
- Analyze cultural fit

#### Week 2-4

- Online publication and marketing
- Headhunting
- Deploy talent pool / database / network Luke
- Access personal & transparent platform

#### Week 4-6

- Use online assessments
- Interviews by Luke
- Check employment conditions
- Candidate profile
- Introduction at employer

#### Week 4-8

- Interviews employer
- Guiding and advising process and employment conditions

#### Week 9-10

- Candidate signs contract
- Evaluation of collaboration
- Onboarding\*

\*This process helps newly placed employees easily and quickly adapt to the social and functional context of their new job.