Sonic Recruitment

Sonic Recruitment is a recruitment agency that specialises in hiring junior software developers for larger companies. This model is the strategic model for their recruiting process; it is intended to represent the process from start to end at a high level, mostly for communication with senior managers and executives. Typically, the strategic model follows the happy path and does not involve consideration of all possible scenarios and options throughout the process. The model illustrates the recruitment process just from the viewpoint of the hiring manager and does not include any other stakeholders. The model includes no information on the applicant's activities before and throughout the process, which starts with the applicant's applying for the role and continues until the role is filled.

Their hiring procedure is as follows: the candidate applies for the position. The hiring manager will get the application and, after analysing it, will determine if the individual is a suitable fit or not. If the applicant is deemed appropriate, they will send them an online assessment to complete, and if the assessment is considered successful, they will be asked for an interview. Finally, after the interview, they will choose whether or not to offer the individual a job.