An Interview with…
Albert Sananton and Cristina Radigales
People and Organization Director and
Human Resources Technician at Saba
Logistics Sector
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People and Organization Director and Human Resources Technician at Saba

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What is Saba and what does it do?
Saba Infraestructuras (Saba) is a leading operator in the management of parking areas and logistics. It operates in six countries, Spain, Italy, Chile, Portugal, France and Andorra, and employs approximately 1,400 people. It has experience in parking management, through Saba Car since 1966, and the logistics parks through Saba Logistics Parks since 1999.
The business parking areas business is focused on five areas: concession, car ownership, management of parking, covered parking areas with parking meters and real estate transactions. Our goal is to be a leading operator and leader in the field of infrastructure management and the provision of public services, through continuous and permanent growth, excellence in service quality, an efficient management and administration and, finally, dialogue and commitment to initiatives to find solutions for addressing infrastructure needs in the region.

Which profiles and job positions are currently the most demanded by the company?
As a result of two recently won public tender, we want that new professionals work aligned to our values, processes, technology at our headquarters. Regarding the adaptation to new technologies in the field of innovation, our main objectives are: to continue implementing these new technologies and train our professionals.

Which are Saba's goals for 2014 and how will impact on HR policy?
Our main objectives are to consolidate our growth and continue innovating with the application and adaptation to new technologies. As a result of two recently won public tender, we are increasing the number of recruitments of high-qualified professional at our headquarters for the commercial department, financial management, human resources, technology etc. These are graduate profiles with previous experience in similar positions in regard to parking areas, we are adopting a new approach for the company to transform certain aspects of the organization and to give it a more commercial orientation, since this is important topic, along experience and the ability of learning and adaptation.
The main recruitment channels

Which are the most used recruitment channels? Are they different depending on the profile to recruit?

For basic positions such as administrative or technical workers at car parking, we use generalist occupation portals such as Infojobs. We also use social networks like Linkedin for positions with very specific requirements, medium or high qualification/specialization, for these searching, we use the so-called “personal private network”; our own profile in Linkedin.

Sometimes we work with headhunters for executives or commands profiles with very specific knowledge and responsibilities. For middle management positions, for example, sales people, we use normally work with recruitment consultancies.

Public employment services, and the corporate website of the company, are also recruitment channels, mainly used for basic positions.

Finally, we also collaborate with social insertion companies, like the ONCE Foundation, offering internships to its members to complete their training and increase their opportunities for future employment.

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Summary table of the main recruitment channels used by Saba

<table>
<thead>
<tr>
<th>Recruitment channels</th>
<th>Highly-qualified positions</th>
<th>Less-qualified positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generalist job portals: Infojobs</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Social networks: LinkedIn</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Headhunters: For very specific positions</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Specialized Recruitment Partners: For certain positions of heads of department</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Temporary Work Agency: For temporary jobs</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>High education institutions job boards: For internships and inexperienced profiles</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Public employment services: For low-skilled positions</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Corporate channels: Company website</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Social inclusion institutions: Help in training with the possibility of hiring</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>
Future challenges in talent attracting and development

Which future challenges will you set in terms of recruitment and talent development?
The main challenge is to adapt our profiles to the changing needs and evolving business and society in terms of technological innovation. For example systems homogenization or network adaptation and differentiation from the competition and our own customers. Other challenges are the commercial orientation and development of our staff. The main challenge in terms of recruitment, is to find professionals that meet these new requirements. We lead the change of the professionals who are part of our staff. All these professionals must be a mechanism that helps to change positively drag other people into the organization. Finally, in regard to the challenges of developing talent, we are promoting professional growth of those people who are already part of the company.

What professional profiles or job positions will be required by the company in the future?
Mobility is a segment that represents a great opportunity. We believe that in the future, although we do not know exactly which will be the most popular professionals it is expected that they will be related to mobility and Smart Cities, with the aim of improving efficiency, connectivity and sustainability in cities. Recently in the logistics sector and in particular in parking areas, we are seeing a move towards sustainable mobility and technology applied to the business world and the needs of citizens. As a company, we must be prepared to evolve at the same time and even to anticipate changes.

And finally, what recommendations would you make to someone who wants to take part in a selection process of Saba?
If a person wants to join Saba, our recommendation is that before contacting the company, is better to look for information to assess if he/she fits in terms of values and type of company. Thus assuring a better understanding of the scope of Saba and business operations. In this regard, we detect in the recruitment process if the candidate prepared or not the interview. The candidate must have enthusiasm, optimism and positive, with adaptation and learning skills, and especially, honest and authentic.

"In the recruitment process we detect if the candidate was prepared to the interview. The candidate must have enthusiasm, optimism and positive, adaptable and learning, especially, be honest and authentic"