

Recruiting a

GREENFIELD Procurement Team

For a Global Financial Technologies company; an organisation that demands the very best people to provide their market leading data, research, technology and financial services.

Procurement & Supply Chain Recruitment Since 2001



“ Greenfield rapid growth FinTech “

THE CLIENT:

Highly successful and fast growth Global FinTech; an organisation that demands the very best people to provide market leading data, research, technology and financial services. Spend is in the hundreds of millions. The business requires exceptionally talented procurement professionals with strong technology skill sets and collaborative mindsets, to enable them to solve the most complex challenges in a very fast changing environment.

THE REMIT

The CPO engaged us to resource a 'best in industry' **Indirect Procurement Team** (across all indirect categories) Major focus is on IT category spend including Data Centres and associated Software, where their indirect purchasing spend is in the hundreds of millions.....

“ We were engaged to identify, source and secure a complete indirect team for this rapid growth, high spend, greenfield function ”

THE CHALLENGE

The company is undergoing rapid growth and effective implementation of a world class procurement function was imperative to achieve its growth objectives. Time spans to identify, find, attract and secure the very specific candidate profiles required were short.

The client was seeking very specific experience, skills and category expertise, specifically very specific niche IT categories knowledge; exceptional stakeholder engagement skills, and who could demonstrate outstanding performance in high spend, fast growth environments.

“ Seeking very specific experience, skills and category expertise ”

ENGAGEMENT

We were engaged on a contingency basis. Having not worked with us before, the client's preference was to 'go out to market' and engage more than one specialist agency, as they felt it would minimise their recruitment risk on this critical recruitment campaign. Our success would be measured on our results.

No upfront fees.... Our success would be measured on our results

“Networking capabilities based on 25 years Procurement and Supply Chain Recruitment specialisation.....”

WHAT WE DID

Engaged & discussed fully the Job and Person requirements with Hiring Managers / HR professionals.

Detail Job Briefs were taken for each role, utilising our JOB BRIEF ISO9001:9001 Quality Certified processes.

Managing Consultants, Recruitment Director and Marketing & Quality Manager clarified strategy.

Networked and focused searches on our own Procurement & Supply Chain Professionals Database of **25,000+** Procurement & Supply Chain Professionals; and through LinkedIn professional.

Appropriate advertising was created by the Managing Consultants and refined & checked by our administration/advertising team for posting across Generalist and Specialist Procurement/Supply Chain job boards, our own specialist website, our LinkedIn company page and on LinkedIn Paid Jobs.

Candidates fully assessed (supported by ISO9001:2015 Quality Certified processes) and suitable candidates shortlisted.

“ We found, assessed and secured an exceptional team in no time at all..... ”

WHAT WE ACHIEVED

We found, assessed, secured, shortlisted and successfully placed ALL the procurement team (currently 10) apart from one, which was placed by a specialist procurement recruitment agency competitor. All Placed in very short timescales ~ less than 7 weeks, the majority significantly less ~ through a multiple interview process. We placed...

Senior Procurement Manager - Professional Services	Buyer IT & FM	Senior Procurement Data Analyst
Procurement Analyst / Buyer	Category Manager Facilities	Category Manager Hardware
Category Manager Software	Software & Professional Services Specialist (Interim)	Procurement Manager (Interim)
.... and we continue to recruit		

WHAT MADE THIS A SUCCESSFUL CAMPAIGN

Comprehensive understanding of the job and person brief, based on open, efficient and detailed communication and processes.

Exceptional ability to find, attract and place suitable procurement professionals, with very specific skills sets and category experience, through unparalleled segment and sector/industry expertise.

Internal database of 25000+ specialist procurement to provide up-to-the-minute market data (including salary ranges and package information) and unmatched ability to network across the industry.

25 years' experience finding, attracting and placing exceptional procurement and supply chain talent with 'Blue Chip' and 'Major Name' organisations across all industry sectors.

"25 years Procurement & Supply Chain Recruitment specialisation "

Recruitment &
Research Team
with Unrivalled
Procurement &
Supply Chain
Recruitment
Experience



Oliver Lewsley
Recruitment
Director

25 Years +



David Tipple
Contracts Director

20 Years +



Justin Lewsley
Marketing Manager

20 Years +



Karen Laker
Senior Consultant

15 Years +



Craig Gallagher
Senior Consultant

15 Years +



Sophie Parsons
Senior Researcher

5 Years +



Jane Wallbank
Senior Consultant

10 Years +

Consultants Average
Experience
15 years +
Procurement Recruitment