

Case Study

Permanent: Major Financial Services Company



We are taking the opportunity to gain insight into what makes an effective recruitment campaign with *Craig Gallagher, Senior Recruitment Consultant* at Beaumont Select. Craig has 12+ years' experience sourcing and placing Procurement Talent with our clients on both a Permanent and Interim basis and is well placed to advise on the pitfalls and secrets of a what makes a successful Recruitment Campaign. He outlines how we understand and match our client's requirements to find 'just the right' candidates to secure a successful client campaign.....

The Client Profile...

Craig highlights that this was a great company to work with, they offer their employees an exciting and creative work culture; possess a strong reputation and great success in their market sector. They came to Beaumont Select through recommendation, having engaged *unsuccessfully* two other specialist recruitment agencies and a major generalist recruiter. The Client position was as follows:

- ✓ A FTSE250 company, highly successful across Maritime, Property and Commercial divisions, in the Insurance and Reinsurance markets.
- ✓ No centralised procurement function, this was a stand-alone role, with support of one interim.
- ✓ The company was undergoing rapid growth, needing to control costs, supply chain risk and governance.

Specific Profile and Cultural Fit Requirements...

This was a **Greenfield** opportunity, to develop recruit a totally new Procurement function. They were looking for Individuals with an unusually diverse set of talents, which included...

- ✓ **Excellent Generalist** Procurement skills.
- ✓ **Strong Contract Management** skill: including extensive Governance & Risk Management experience.
- ✓ **Specific Category experience** too, in particular IT.
- ✓ Ideally the candidates would come from a Financial Services background.
- ✓ **Cultural Fit** was also very important. The business needed confident and persuasive individuals that would effectively promote Procurement throughout the organisation and build effective new relationships with all stakeholders.
- ✓ Initial roles included a Senior Buyer – Generalist circa £50k, IT Category Manager circa £60k and a further Senior Buyer role circa £50k.

What we Did (Step 1) ...

- ✓ Undertook a detailed briefing with the client and created comprehensive Job Briefs, supported by our ISO9001:2015 Quality certified process to fully understand the client's plans, drivers and culture.
- ✓ Defined individual profile requirements, for the various roles required.

What we Did (Step 2) ...

- ✓ Carefully written and checked advertising was released on our own website, specialist procurement job board and generalist job boards for the defined roles.
- ✓ Adverts were released through LinkedIn advertising and our Beaumont Select LinkedIn Company page.
- ✓ Detailed targeted searches, based on the detailed Job Briefs were made on our own contingency database of circa 25,000 procurement professionals
- ✓ LinkedIn Searches using LI Recruiter, looking at skill sets, geographical location, relevant industries and relevant companies. supported by dedicated Research Team resourcing.
- ✓ Interrogation of Procurement specific and Generalist job boards by the internal Research Team, working to the detailed Brief.
- ✓ Networking within the office amongst the team, with direct access to the Recruitment Director on a day-by-day basis.

What we Achieved...

- ✓ Successfully found and placed the initial team (further hires ongoing)
- ✓ Sourced and placed talented procurement specialists with comprehensive skills profiles including Generalist Procurement, IT Category Management and Supplier Risk and Governance experience, to a demanding Job Brief and to defined salary scales.
- ✓ Achieved this to very tight timelines
- ✓ No up-front costs to the client, the client was invoiced when the individual commenced employment.

What made this a Successful Recruitment Campaign...

- ✓ **Understanding the Brief:** Time spent at the front end of any campaign will pay dividends in finding 'right fit' candidates for the roles and the company culture. A Comprehensive Job Brief, helps build candidate confidence, commitment and focuses search criteria which will drive an efficient, focused and relevant recruitment process.
- ✓ **Open Dialogue:** Keeping an open dialogue between agency and client ensures the recruitment campaign stays on track.
- ✓ **Fast and Efficient Turnaround:** Interview scheduling, providing feedback and campaign management was undertaken promptly by both Beaumont and the Client, at all points through the process.
- ✓ **Extensive, Relevant Procurement Recruitment Experience** to truly understand Market: Craig has worked in the procurement and Supply Chain space for many years, he understands the people, the required skill sets and processes of effective recruitment campaign. He is supported on a daily basis by our Recruitment Director, with over 25 years of experience in procurement and Supply Chain Recruitment; and a team of dedicated and highly experienced Procurement Researchers and colleagues.

beaumont select market

information

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Beaumont Select is a niche Procurement, Supply Chain & Vendor Management Recruitment Agency supporting a blue chip, global and SME client base, delivering both Permanent and Interim Recruitment Solutions. We have an enviable track record, matching the best Sourcing Professionals with exceptional Procurement, Supply Chain & Vendor Management jobs in FTSE100/250, Fortune 500, other major name organisations and SMEs. We work with Clients and Candidates throughout the UK, Europe and Worldwide.

Our highly committed and experienced Consultancy Team has continued to grow organically year on year, by providing a detailed, highly professional and personal approach, matching the best talent to many of the best opportunities within the purchasing, supply chain and vendor management disciplines. This success has been built on the passion and determination of every single team member at Beaumont Select, in conjunction with innovative use of marketing & technology, attention to detail and above all a commitment to provide an outstanding Client and Candidate service.

We are Certified Members of the Recruitment and Employment Confederation (REC) and are ISO9001:2015 Quality certified for the provision of permanent and interim procurement and vendor management recruitment solutions worldwide.

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