

Procurement Recruitment Interim



We are taking the opportunity to discuss the Interim Market for Procurement Professionals with *Oliver Lewsley*, Recruitment Director at Beaumont Select. Oliver has 15+ years' experience sourcing and placing Procurement Talent with major name Organisations on both an Interim and Permanent basis; and is well placed to advise on the pitfalls and secrets of a successful *Interim Recruitment Strategy*.

“Most hires are from talking through our network seldom from an advertisement.”

“The Interim market is a highly competitive environment from a recruiters perspective, Our clients are predominantly major name Blue Chip organisations and are seeking very specific ‘hard to find’ category specialisations, specific soft skills and candidates with the gravitas and flexibility to work in complicated environments. These candidates are in high demand and secure solid interim rates; these types of candidates rarely come from an advertisement so we need to use our talent network.”

“Through our network most of our candidates are well-known to us; with the majority of them having worked through Beaumont Select before, we offer our Clients truly verified Procurement skills and experience based on previous performance. “

At Beaumont we have a highly experienced senior recruitment team (average experience 10 years+) supported by a motivated research team that allows us to both find and maintain relationships with the very best procurement talent. We work in all sectors and have an outstanding knowledge of the Procurement and Vendor Management Recruitment market. Based on this industry wide network, the majority of our Interim placements have worked through Beaumont Select before, so we truly can provide verified ‘hit the ground running’ candidates.

“In the interim space our clients demand ‘hit the ground running Candidates in very short timescales, typically just a few days.”

So what makes a successful Interim Campaign?

We asked Oliver about what he thinks makes a successful Interim Campaign and some of the challenges when undertaking an Interim Recruitment Project. These are the 6 key issues he identified:-

1. Truly understand the Client's Needs: Cultural, Organisational and Skills

To identify candidates with the necessary skills and fit it is imperative that we understand the person requirement at the earliest opportunity. Ideally we would like to have a comprehensive conversation with the hiring manager; and based on this we will create a detailed job brief outlining *all* requirements of the **job** and **recruitment process**. This guides our recruitment team and it provides an accurate brief for our researchers to work on (particularly if we need to go outside our known interim network). Undertaking a detailed approach at the very earliest stages allows us to **identify suitable talent more quickly and more accurately**; and we have found that failed campaigns can be often be attributed to limited access to client information at the earliest stages.

2. Build Systems and Teams to work effectively with Managed Service Providers (MSP)

The reality of Interim Recruiting for our 'blue chip' clients is that we do not have access to the hiring manager/s and more often than not, Interim recruitment campaigns are undertaken through our Client's Managed Service Provider (MSP). Oliver points out that "direct access to hiring managers is not usually permitted through MSP processes, so gaining a 'full picture' of the requirement can sometimes be a challenge. **"Without being able to discuss requirements with the hiring manager we often have to use our knowledge of our clients business and functions to map the team structures and their needs. Having consultants that have worked with many of our individual clients for many years, I believe gives us a significant advantage over our competitors"**

There is usually a restriction on the number of CV's submitted and we often source more suitable candidates than the (typically) 3 candidate submission limit suggested by the MSP; so we really do need to understand the *Job Brief, Person Specification* and above all *team fit* to ensure we submit the very best candidates. The key here is *experience*; with some of our clients we have been working with their MSPs for many years, so we understand what is expected and can build a comprehensive picture of the candidate/role/team fit without 'access' to the hiring manager.

3. Understand your Clients Business Structure and Team Fit

As always understanding cultural fit is paramount, to ensure you get the right candidate in the right team. Oliver advises **"Despite what some might think, the ability for people to 'get on' and soft skills are as important as Category experience."**

4. What's the 'full picture'? Can you truly 'sell' the opportunity to your candidate?

By enforcing comprehensive processes and focusing on maintaining open, honest dialogue with the Client/MSP we ensure we know much more about the role than what is simply in the Role Profile; we therefore can better prepare and submit candidates that are truly knowledgeable about the job and are **already** interested.

"In a market that is fighting for talent, gaining buy-in from talented candidates secures motivated and capable hires."

5. Support and Manage On-boarding Activities

Another part of the process that will make or break a good hire is effective management of the on-boarding process; supporting and advising the candidate through the process is critical in ensuring candidate commitment and a positive outcome. This normally involves extensive referencing and credit checking that is very specific, particularly for our financial services clients. Successful candidates need to be guided through these processes, particularly if they have not worked in the FS sector before.

6. Ensure you truly possess the Tenure & Experience in your Specialist Sector

“Through 15 years of sector experience, our procurement talent network and Beaumont’s database (10,000+ contractors) we have a large pool of categorised and talented Interim Procurement Professionals, to call upon. Having specialised in the Recruitment in solely the Procurement space for over fifteen years, we are well placed to offer our clients and talented procurement professionals honest and factual advice based on successive successful interim campaigns across all sectors.”

So what should you look for in your Procurement Recruitment Partner?

“Knowledge, speed, reliability and verified networks are the fundamentals of a successful interim agency campaign” advises Oliver.

Oliver Lewsley has supported Major name Clients over the last 15 years, finding and placing hundreds of talented Procurement Professionals

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Beaumont Select is a niche Procurement, Supply Chain & Vendor Management Recruitment Agency supporting a primarily blue chip and global 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 and other major name organisations. 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 ISO9001:2008 Quality certified for the provision of permanent and interim recruitment solutions worldwide.

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