

Client case study:

Leading Fashion Retailer

Background & Approach

Robert Walters (formally Walters People) was approached by a client facing the challenge of filling a crucial role after a long-term staff member abruptly departed. The client, a prominent retailer, expressed concerns about finding a suitable replacement who could seamlessly integrate into the team and adapt to the company's culture. To address these concerns, we conducted two comprehensive consultations, determining that bringing in an experienced Finance Assistant on a contract basis would be the ideal solution for the following reasons:

Client Benefits

- **Commitment-Free:** If the contracted person is not the right fit, they will be paid for the hours worked and can leave with just one week's notice.
- **Specific Dates & Durations:** Clients can contract individuals for specific periods, whether it's to fulfil a new project or support existing staff members with their workload.
- **Flexibility:** Contractors are often given the opportunity to "try before you buy," allowing clients to assess their suitability for full-time positions after a given period.
- **Immediate Availability:** With access to a wide range of candidates, we can provide clients with a pool of candidates who are ready to start working within a few days' notice.

Candidate Benefits

- **Higher Salary:** Contracting often comes with a higher hourly fee to compensate for the absence of a benefits package.
- **Cultural Fit Assessment:** Contractors can get to know the business culture, meet the staff, and determine if it aligns with their preferences before committing to a full-time position.
- **Flexibility:** If candidates have prior commitments or prefer a specific duration of work, such as a six-week contract, we can facilitate their needs.
- **PAYE/Umbrella Options:** By choosing the Umbrella option, candidates can enjoy continuous full-time employment, which is advantageous for employers.

Results

Robert Walters utilised our extensive internal talent pool to find the perfect candidate. After conducting thorough meetings and assessments, we successfully placed her within a week into an ongoing contract on a PAYE basis. It has been two months since she started, and based on her exceptional performance, the client is considering offering her a full-time position once the project concludes.

"We have been working with Robert Walters for several years, and recently engaged them to act as our recruitment partner for a large project. They took time to understand the business needs and provided invaluable input throughout the process. Their understanding of the market, and consultative approach, enabled us to fill several urgent interim roles."

Client, Financial Controller