



Since implementation of our partnership in March 2019 we have brought in over 124 new employees across all areas of the business including; Corporate, Commercial & Volume roles across Personal Lines, Shared Services inc Finance, Compliance / Governance, IT & HR.

SCOPE

At inception there were 37 live vacancies, 20 roles spread across Commercial and Personal Lines

Full-service offering including assessment centres on a weekly basis for Volume roles across Quoteline Direct PEV and onboarding services

SOLUTION

Onsite attendance by a specialist insurance recruiter

Offsite Specialist Insurance team and an Onboarding team

Social media campaign across multiple channels

Knowledge of Insurance market and networking to build a pipeline of talent

Re-engineering of recruitment and assessment processes

Learning and Development, training of line managers on effective interviewing technique

A redesign on the Personal Lines induction and training plan for new starters

Consulted and re-engineered the Bollington workforce strategy

RESULTS

Average time to hire in volume roles 9 days, specialist 35 days

Critical hires to include executive search

Average 10 Candidates hired per month

Outstanding interview to offer conversation

Exceptional offer to start ratio

Cost savings year 1 - £156k

COST SAVINGS
156k

124
NUMBER OF PLACEMENTS

93%
OFFER TO START RATIO
YEAR ONE



Our MBA team - Nik & Liam are not an extension of my team - in my eyes, they are my team.

I often have to remind myself - and our stakeholders - that they actually aren't!

Our MBA team get us. They get our business, they get our stakeholders, they get our recruitment landscape and they bring their expertise to this. This has been invaluable in helping us to define and implement our recruitment strategy and makes for a powerful combination that supports me, my team and the business.

For our rapidly growing organisation the RPO model delivers. It makes total business sense.

The financials add up, the KPIs are agreed and reported on and the flexible resourcing model we have access to means we're able to meet even the most demanding recruitment requirements without compromising on quality.

Nik & Liam have become trusted partners to our recruiting managers, our trainers and our new recruits and as such, they are not just 'recruiters' they are also enablers, communicators, coaches, problem solvers, advocates and confidants all of which adds unquantifiable value to the Matt Burton proposition.

PENNY WARDALE
HR DIRECTOR

