

## Client case study:

# Kier Group PLC

### Background

Robert Walters was approached by Kier Group PLC to recruit for a large shared services operations centre restructure in Central Manchester. Following an acquisition and restructure, Kier needed to hire over 200 roles in finance, technology, purchasing and digital, varying from entry level through to Director level.



After an initial strategy meeting, Robert Walters implemented a comprehensive recruitment approach including a targeted advertising campaign, dedicated use of our extensive database, and headhunting utilising our network of shared service centre contacts across the North to attract new candidates specifically qualified for this level of large-scale SSC work. It was important that the shortlist of candidates had the right mix of experience and personality fit for the organisation.

### Solution

After meeting several candidates, a shortlist was presented of the most qualified candidates with the best culture fit. Full feedback from both parties was managed through the interview process, and Robert Walters' reputation in the marketplace allowed the specialist consultants to attract candidates who were not actively looking, but who were uniquely qualified for the opportunities with Kier. Robert Walters managed all initial candidate screening as well as the feedback, offer and rejection processes whilst promoting the brand reputation of Kier in the marketplace.

### Results

Over 200 professionals were initially hired, and Robert Walters now continues to work as a trusted supplier, providing ongoing support in recruiting the highest calibre of suitable candidates for Kier across all levels and disciplines.

### Testimonial

"I have worked with Robert Walters on a number of occasions on large scale relocation projects with ITV, MOUCHEL and Kier. Robert Walters have been consistent and knowledgeable, not just delivering on what we asked but advising and planning on things we hadn't considered such as advertising strategy and brand awareness. I don't believe our business could have delivered what it has without this partnership. They have been truly outstanding.

**Dan Foley, Director of Shared Services - Kier Group PLC**