

# Client case study: J Murphy & Sons

## Background

Robert Walters was approached by J Murphy & Sons - a leading global, multi-disciplined engineering and construction company - to recruit a new centralised Financial Shared Service Centre based in Golborne, Warrington.

Due to a centralisation project, Murphy's needed to hire 48 roles in finance within a tight 8-week timescale, with most roles predominantly within transactional processing, varying from entry level through to manager.



## Approach

Based in a difficult location with little public transport links, J Murphy & Sons engaged with Robert Walters on an exclusive basis to ensure a quick & smooth-running recruitment project. Due to the tight timescales of the project, Robert Walters moved quickly to utilise our existing network whilst implementing a comprehensive branded advertisement campaign around the local area, generating an initial shortlist of candidates within 2 weeks of brief.

## Solution

After initial screening, Robert Walters arranged several Assessment Centres, consisting of "Round Robin" interviews with multiple stakeholders, ensuring interviewers time was utilised as efficiently as possible. After the completion of interviews, full feedback was recorded and presented to the hiring team, followed by a comprehensive discussion and on-going feedback on successful & unsuccessful applicants. Robert Walters managed all feedback, rejections & offers to allow for a continuity of message & ensuring the brand reputation of Murphy's remained positive in a relatively small candidate pool.

## Statistics

Opportunities	41
Total CV's Sent	91
1 <sup>st</sup> Interviews	68
Total Placements	54
Perm Placements	48
Temp Placements	6
CV's Sent: Placements	1.69

## Results

Robert Walters successfully placed 100% of roles within the Shared Service Centre, completing the assignment with a ratio of 1.69 CV's per placement with the organisation.

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**Testimonial**

“Robert Walters provided invaluable consultation to support us with this implementation for the business. The success of this recruitment project is down to the quick turnaround in providing quality candidates, understanding our project goals and providing additional market intelligence when required. Resilience is key when looking for this number of people for a project that sometimes has conflicting desires, and the team worked tirelessly to support, guide and positive challenge the thinking. We were impressed by the use of innovative advertising methods to attract the candidates we went on to hire. The aftercare for both client and candidate demonstrated the vested interest in making this new site a success.”

- Steven Rylett, Senior Recruitment Business Partner