

## Client case study: **Sanctuary**



### Background

Sanctuary Housing Group has engaged with Robert Walters since 2016 when we became a preferred supplier to the Group. Primarily supporting in finance, but also covering HR, technology, and legal recruitment too we work in partnership with Sanctuary to help with any roles they are struggling to hire. The Robert Walters finance team were tasked with recruiting for the following finance roles:.

- Finance Business Partner
- Finance Manager
- Tax Manager
- Treasury Analyst

All roles were based in Worcester and had a hybrid model.

### Approach

The Robert Walters finance team has cultivated a connected and engaged community and built relationships with an extensive network of qualified finance candidates, allowing us to open them up to new roles from leading businesses across the country.

The team also hosts an active calendar of finance events and user groups, so this network is constantly growing. Based on Sanctuary's role requirements, the team target candidates within their database that match the specification, providing shortlists of suitable qualified professionals within an agreed timeframe. Sanctuary, similar to the DVLA, have strict salary bandings, and as this can often be a key challenge, we have spent extensive time building up our understanding of the culture of Sanctuary, the benefits and reasons employees have a long tenure with the business; all of which help us to attract candidates to the roles.

### Solution

Working as an approved recruitment supplier to Sanctuary, the finance recruitment team were required to source a volume of specialist qualified finance professionals with over 10 years' experience across various areas of finance. They work on a hybrid model between home and office in Worcester, similar to the DVLA.

### Results

The Robert Walters team successfully placed 8 finance professionals and many more across the business in other specialist sectors.