

Source Formula Grosvenor Group

- 4 Candidates Presented
- 4 First Interviews
- 3 Second Interviews
- 1 Placements
- 6 Weeks to fill

5/5

Market Knowledge

5/5

Speed of Response

5/5

Likely to Recommend

5/5

Quality of Service

5/5

Accuracy

The Challenge

The brief was to find a Digital Project Manager to join their innovation team at Grosvenor Estates.

It was a really niche role where they wanted a Digital Project Manager with a creative or digital agency background, so they knew the processes and the skills.

It was a very exciting role, with a focus on looking at sustainability and innovative ways to improve process across the property portfolio. It was a brand new role in the business, so making sure they found the right skill set was crucial for the success of the candidate within in this role.

Client Comments

I was looking for a different type of candidate for this role and is an important role in a fairly new team. Source took time to understand what I was looking for and sourced a diverse range of quality candidates. We agreed a plan at the start to set the right expectations and we both followed the plan and ensured we interviewed the best candidates in a timely way, respectful of an extremely challenging market. Our consultant at Source communicated well and pushed and prodded at the right time. Their aftercare, to ensure the candidate was comfortable was also very good. Would certainly approach Source in the future for other appointments we may want to make.

The Solution

Being a key hire for the business, with the requirement for a contrasting background to that of the business, The Source Formula product was recommended. The Source Formula methodology gave us the time needed to go to market as a strategic headhunt was key to enable us to fulfil this role.

After working with the client to ensure the brief was realistic and an attractive candidate proposition, we went to work in partnership with the client based on the agreed timelines. We took the approach to present a variety of options at different levels with slightly different backgrounds to enable us to consult further on what would be right for their business. Our recommendation was for the client to interview all four to help the decision-making process of who would be the best fit for the business which then culminated with a candidate being made an offer, which was then accepted.

We kept close contact with the candidate to make sure everything went through smoothly and had a thorough aftercare process. This ensured the candidate was engaged and reduced the chances of the candidate dropping out, which is rife in this very strong candidate market.

Thanks to the line manager following our project plan, working collaboratively with us which in turn enabled us to formulate the right candidate engagement strategy and candidate experience to secure the right candidate for the role.