

Interim Contract case-study No. 5

Job title	Interim Head of HR Resourcing
Sector	Public sector
Discipline	Human Resources
Location	Cornwall
Salary level	Restricted daily rate
Search duration	less than 2 weeks
Search methods	Executive search, online advertising, database search and social media

The Brief

itecople was asked by the HR Director of one of its clients to find an interim Head of HR Resourcing who could head up an large department from Day 1 and contribute to the ongoing successful development and implementation of talent acquisition and management strategy within a company which had recently merged with several other organisation's, doubling its size overnight etc. etc.

Essential skills

The successful applicant needed to have a proven track record in HR, with full professional knowledge of UK employment law regulations and EU legislation such as the Working Time Directive. The candidate also needed to have a strong specialism and background in talent acquisition for large corporate companies.

Initial Challenges of the search.

In addition, the HR function within the client company was under pressure due to the recent merger and HR staff morale was low as the team, without a Head of HR, was trying to assimilate large numbers of employees onto a common pay / grade / job evaluation matrix structure.



Solution

For the successful conclusion of this assignment itecople conducted an online and company database search using their recruitment methodology paying particular attention to the online side as it was a new skill search for us. We also made full use of social media and advertising as well as networking with our establish contacts within the senior interim market. A shortlist was successfully produced and following interviews a successful appointment was made for the project. We also assisted in finding local accommodation.

This person successfully concluded a 6 month assignment and a subsequent renewal and when they wanted to be closer to home we successfully repeated the exercise and successfully found an equally good replacement for our important client.