CASE STUDY

How a UK Finance Recruitment Firm Sourced 800+ Candidates Daily

ABOUT THE CLIENT

Our client is a leading UK recruitment firm specialising in finance and technology. 20+ years connecting top talent with Big Data, Change Management, Risk, and Fintech roles.

BUSINESS CHALLENGES

FOCUS MISALIGNMENT

Our client was heavily invested in operational tasks, hindering their ability to actively pursue new business opportunities.

COMMUNICATION BREAKDOWN

A decentralised structure hampered effective communication and collaboration within the organisation.

GROWTH CONSTRAINTS

The client faced limitations in expanding their market footprint and operational scale while maintaining financial viability.

HOW WE HELPED

ENHANCED SOURCING EFFICIENCY

- **Robust Candidate Database:** Leveraged LinkedIn RPS and Bullhorn for efficient candidate sourcing.
- **Advanced Search Techniques:** Optimised search filters and Boolean strings for targeted candidate identification.
- **Talent Pool Management:** Nurtured long-term relationships with potential candidates.
- **Data-Driven Optimization:** Implemented KPIs to measure and improve sourcing effectiveness.

SCALABLE TALENT ACQUISITION

- **Talent Pool Expansion:** Diversified candidate pool by exploring new regions and industries.
- **Standardized Processes:** Implemented consistent sourcing methodologies for scalability.
- **Technology Leverage:** Explored advanced tools to automate tasks and improve efficiency.
- **Skill Enhancement:** Provided ongoing support and coaching to enhance sourcing capabilities.

OUTPUT VS OUTCOME ANALYSIS

KEY OUTPUTS

Achieved a **200%** increase in revenue through optimised sourcing strategies.

Maintained a robust candidate pool averaging **800+** candidates sourced daily.

Consistently delivered **8-10** qualified candidates to clients weekly.

KEY OUTCOMES

Generated a **£40,000+** gross margin in a single quarter.

Reduced average client hiring timelines by **50%.**

Achieved a **100%** increase in client satisfaction based on [metric, e.g., NPS].

Increased market share by **50%** through expanded candidate reach.

Positioned the business for sustained growth with a **200%** revenue increase, **40%** cost reduction, and a robust candidate pipeline.

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