

AXA LM Case Study

Feedback from AXA

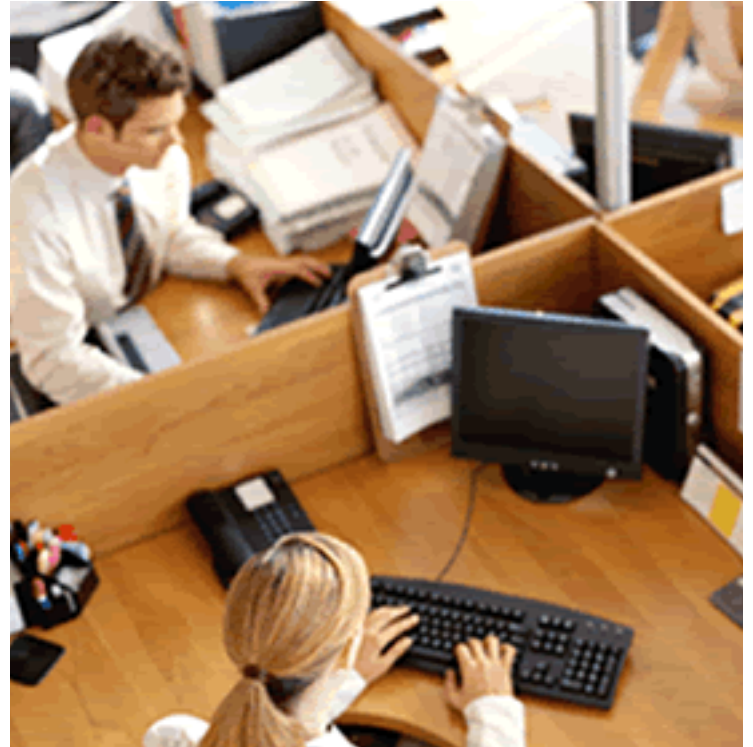
"Pure Resourcing have been working with AXA Liabilities Managers UK since they opened their Ipswich office and from the outset we have been impressed with their energetic and enthusiastic approach to recruitment"

The Organisation

AXA Liabilities Managers (Axa LM) is an AXA Group company specializing in non-life (re)insurance legacy business acquisition and management, operating in Continental Europe, the UK and North America. Today, they are one of the leading firms in the industry with over 400 employees and managing 4 billion euros of non-life liabilities.

The Brief

With the creation of their Global Operations Shared Service centre, AXA LM had carried out a re-organisation and restructure of their operating model, moving work and positions from across Europe.



This complicated process included the re-location of staff from London, Germany and France as well as the creation of several new positions. Pure Resourcing Solutions was asked to support this project and recruit 12 roles for their new finance team. Appointments ranged from senior finance vacancies to specialist claims roles with the added complication of some of the roles requiring German language skills

The Solution

Pure worked closely with AXA LM, carrying out several meetings to discuss the complexities of their new operating model and gain detailed briefings on specific job roles. An integrated advertising campaign was created, including targeted online advertising on industry job boards, language boards and insurance websites. We also organised a joint advertorial in the regional press. A bespoke microsite was set up for the campaign to ensure full exposure for the client.

The response rate and quality of candidates was high and Pure liaised closely with the candidates producing interview and briefing packs. For the senior positions we carried out skills and psychometric evaluations before second interviews and worked closely with the client to ensure the correct skills and personality fit for each position. Pure sourced candidates not only from the region but also country-wide and worked with AXA to ensure a smooth process in their re-location.

Feedback from AXA

There is no aggression in the way they deal with candidates and clients and they get to know the business and client before looking for the right candidate. I have been impressed with their approach, in particular, they listened to our request to receive a shortlist of their most suitable candidates and an assurance that they had met and spoken with them before forwarding their details. Working with their friendly and professional consultants has resulted in several placements in the past few months. Long may it continue!"

Head of HR (UK) – Claire Garza



The Result

Pure placed 12 high quality candidates within an eight week period – working both to brief and deadline. We have continued to build on our relationship with AXA LM and continue to support their recruitment needs

Pure

Resourcing
Solutions

Accountancy
Office
Human Resources
Executive

For more information on our service and expertise please contact Scott Woodrow on 01473 250990