

GTC Newly Qualified Recruitment Case Study

The Organisation

GTC is a leading utility networks company. They offer Gas, Electric and Water connections service to house builders and also industrial and commercial developments.

The Brief

In January 2010 we were approached by GTC to help recruit a number of roles following the decision to restructure the company's finance team. GTC is a forward thinking, innovative and ambitious business who plan to grow in the coming years. With this in mind they wanted to have a structure in place and a team capable of supporting the company's current and future business plans. They wanted to ensure the structure could support future growth whilst having a team that could continually look at ways of improving processes, systems and providing information to support business decisions.



Pure was asked to source a suitable Newly Qualified Candidate who could grow into the role and progress within the business. There was a number of challenges in recruiting the position locally, these included:

- Lack of newly qualified applicants across Suffolk
- Seeking specific commercial accounting experience
- Ensuring culture and personality fit was correct

Pure

Resourcing
Solutions

Accountancy
Office
Human Resou
Executive



The Solution

Pure Resourcing Solutions met with the recruiting managers to fully understand the company structure, reasons behind the recruitment and the person specification to ensure that we could provide a competent short-list of candidates ready to interview.

We recognise through years of experience that recruiting at this level takes more than just advertising and searching on job boards. Attracting high calibre candidates encompasses a wide range of techniques over and above adverts and searching to include referral & recommendation, providing support to candidates such as interview support & networking opportunities as well as working with numerous professional bodies such as ACCA, CIMA & CIPFA.

Feedback from GTC

"Pure's commitment and honesty with regards to recruiting this position were of the highest order. He took the time to understand not only the requirements of the role but also the type of personality that would fit within the department."

Sarah Carter, Senior Management Accountant, GTC

Feedback from the candidate

"The attention to detail and personal dedication to exactly understand and meet my needs immediately differentiated Pure from other recruitment specialists. Pure have been with me through the pivotal part of my career, not only in the official job mapping capacity, but also informally, offering advice and career guidance. The GTC role came up as a strong fit for me, the process was very swift, with no need for a second interview and this is highly likely due to the considered way in which Pure puts candidates forward." **Ian McClean**

The Result

Through an equal mix of search, networking and referrals/recommendations we were able to provide a short-list of six candidates. Four of which were interviewed by GTC and the successful candidate was offered and has started with GTC.

The successful candidate was originally recommended to Pure Resourcing Solutions three years ago and we have since tracked his career throughout his studies and upon qualifying. The placement of this role would allow the candidate to gain the post qualification experience he desired whilst giving GTC somebody who could grow with the business and add value immediately to the Finance Team.

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