

## **RECRUITMENT OF CONSULTANTS FOR A MAJOR AUTOMOTIVE COMPANY**

### **THE COMPANY**

The company a well know automotive company who have as part of their business a consultancy arm. They are expanding rapidly and have many contracts both internally and externally to the business. Specialising in business development, lean sigma and business process engineering. With in excess of 70 consultants worldwide.

### **THE ASSIGNMENT**

The assignment was to recruit 5 new consultants for the London office however the consultants could be based anywhere. The company had tried many recruitment firms without success. The difficulty was the skill level that was required and the need for the consultants to have blue chip management experience as well as consultancy experience. The candidates also had to be practical and hands on.

### **INITIAL ACTIVITIES**

Strategic Business Partners identified a large number of candidates after spending time with the client to completely understand their needs. An ideal candidate profile was developed with them and the package for the successful candidates was drawn up. Following many initial interviews it was agreed that the best way to ensure successful recruitment is to take the promising candidates and put them through an assessment centre. SBP ran a number of assessment centres, which tested the candidates presentation skills, both prepared and under pressure, reviewed their facilitation skills, how they worked in a group, their listening skills, their questioning skills, proposal writing and finally a detailed technical interview. The outcome was that the candidates in one day were seen in almost all the circumstances they would be asked to do as part of the job.

SBP like this approach as it provides the candidates with a good view of their potential employer and the employer with detailed knowledge of the candidates.

The ideal candidates were then offered positions. As per the clients wishes there were not all full time but some were offered contracts both long and



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short and some were taken on as associates. The client liked the flexible approach and varied prospects that SBP could bring forward.

The outcome was that the client hired 5 consultants, put a number of associates on their books and took another 3 on as contractors. All the current contracts have been filled and the client obtained excellent results.

## **BENEFITS**

The benefits of working with SBP on this assignment proved that excellent candidates could be found. They were helped to clarify their needs and how to approach the recruitment. The assessment centre enabled in-depth viewing of the candidates rather than just an interview. The flexible approach of SBP also enabled the client to think about other options such as contractors and associates. The ultimate benefits are that both candidates and clients are delighted with the current position.