

Walters
— People

Client case study:

Leading Fashion Retailer



www.walterspeople.co.uk

A Robert Walters Group Company



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Background & Approach

Walters People was approached by a client facing the challenge of filling a crucial role after a long-term staff member abruptly departed. The client, a prominent retailer, expressed concerns about finding a suitable replacement who could seamlessly integrate into the team and adapt to the company's culture.

Solution

To address these concerns, we conducted two comprehensive consultations and determined that bringing in an experienced Finance Assistant on a contract basis would be the ideal solution for the following reasons:

Client Benefits:

- **Commitment-Free:** If the contracted person is not the right fit, they will be paid for the hours worked and can leave with just one week's notice.
- **Specific Dates and Durations:** Clients can contract individuals for specific periods, whether it's to fulfill a new project or support existing staff members with their workload.
- **Flexibility:** Contractors are often given the opportunity to "try before you buy," allowing clients to assess their suitability for full-time positions after a given period.
- **Immediate Availability:** With access to a wide range of candidates from various platforms, we can provide clients with a pool of candidates who are ready to start working within a few days' notice.

Candidate Benefits:

- **Higher Salary:** Contracting often comes with a higher hourly fee to compensate for the absence of a benefits package.
- **Cultural Fit Assessment:** Contractors can get to know the business culture, meet the staff, and determine if it aligns with their preferences before committing to a full-time position.
- **Flexibility:** If candidates have prior commitments or prefer a specific duration of work, such as a six-week contract, we can facilitate their needs.
- **PAYE/Umbrella Options:** By choosing the Umbrella option, candidates can enjoy continuous full-time employment, which is advantageous for employers.

Results

Walters People utilised our extensive internal talent pool to find the perfect candidate. After conducting thorough meetings and assessments, we successfully placed her within a week into an ongoing contract on a PAYE basis. It has been two months since she started, and based on her exceptional performance, the client is considering offering her a full-time position once the project concludes.

"The service provided by Walters People was great! The ideal candidate was presented within 2 days, and within 1 week she had started. The candidate was a great team fit, and Walters People helped with every step of the process. I still keep regular contact with the team and I have been taken for a celebratory lunch after the candidate had her first successful month with us."

- Client, Financial Controller

