



Newton Europe

Established in 2001 and now with its head office in rural Oxfordshire, Newton has grown to become one of the most successful operational improvement consultancies in the UK. Its team of 150 consultants and support staff work with forward-thinking organisations around the world to deliver measurable operational and supply chain efficiencies.

The client's perspective

Ros King, HR Manager, Newton Europe

“The great thing about working with Allen Associates is that you can rely on them to find the right people for the job. I feel comfortable that they will understand the brief, assess candidates intelligently and only put forward the most suitable applicants.”

The brief

Newton has achieved its exceptional growth by employing and training the brightest, most talented graduates who develop with the company and go on to become managers and leaders within the business. The company has always invested extensively in staff training and development but it reached a point where it was ready to take this commitment to the next level. We decided to create a dedicated Learning and Development role and for this, we needed a very experienced, senior level HR professional. We wanted someone with the expertise to devise, drive and evaluate complex learning and development programmes – and who wasn't afraid to challenge the status quo.

Approach

We discussed the newly-created role of Learning and Development Manager with Allen Associates who took a detailed brief. I like the fact that Allen Associates take a consultative approach, really getting under the skin of our requirements and challenging them when necessary. It's valuable to have an intelligent sounding board.

As it was a brand new role, Allen Associates put forward several candidates at different levels to give us the opportunity to assess who would suit us best. Any one of the candidates could have done the job but we decided to pitch the role at a very senior level, ensuring an injection of new ideas into the business and the creation of learning and development programmes which would challenge and motivate even our most ambitious graduates. In the end, Allen Associates presented us with two very strong candidates at this senior level, but Diane Law stood out as the best person for the role.

Outcomes

Diane has proved to be a fantastic asset and we can't believe how lucky we are to have found her. She has exceeded our expectations on every level, bringing her extensive experience of working for large corporates to our business. Although she has only been here for a short while, she is already spearheading several positive changes to the way we approach learning and development.

For more details about how Allen Associates could help your organisation recruit specialist Marketing staff, please contact our **HR consultants** on **01865 335600** or visit **www.allen-associates.co.uk**

The candidate's perspective

Diane Law, Learning and Development Manager, Newton Europe

“Allen Associates stand out because they are committed to matching the right person to the right role which means they are highly selective about the positions they put you forward for. I was always dealt with in a professional and friendly way and offered plenty of support at every stage of the recruitment process.”

Getting started

I was working as an independent consultant but had reached the point where I was ready for a new challenge. I had been successfully placed in a previous job by Allen Associates many years before and had had a positive experience so they were the first people I turned to when I started thinking about returning to an in-house role. Allen Associates has an excellent reputation in Oxfordshire and I knew I would be in safe hands. They re-interviewed me, updated my records and said they would be in touch when they had something suitable to discuss with me. I wasn't in any rush as my consultancy work was ongoing and I was prepared to wait for the right opportunity.

Next steps

Allen Associates contacted me to let me know about the vacancy at Newton and we ran through the job description together. I was extremely interested in the role, partly because it was a newly-created position and I knew I would be able to make it my own – and partly because I realised it would be demanding and challenging which are key drivers for me.

Unfortunately the first round of interviews coincided with a long-planned trip to Vancouver but Allen Associates managed to negotiate an interview on my return. My first interview, which was with Ros King, was extremely positive and I was able to relay this back to Allen Associates. A second interview was arranged, this time with Ros and a couple of

the directors, and that too went well – and I was delighted when they offered me the job. Allen Associates provided me with as much support as I needed and were always very quick at getting back with answers to my questions. I think it's really useful to have an intermediary involved to deal with any queries and to advise on – and sometimes challenge – the course of events.

Outcomes

I was offered the role of Learning and Development Manager at Newton and took up the position two months later, allowing me time to wind up my consultancy business. Allen Associates also negotiated for me to continue with my part-time lecturing commitments at Oxford Brooks University until my contract ended the following month.

I am really enjoying my new role. It's extremely busy but we have a fantastic team and the senior managers are extremely supportive which is half the battle won. The company has exciting plans to expand year-on-year so I'm devising learning and development programmes which will support us on that journey. I am also overhauling the way that our consultants and support teams learn so that modules are delivered online as well as face-to-face, with theoretical and practical elements. There is a lot to do but I'm thriving on the challenge.