



WILA Lighting

Finding the brightest talent

WILA Lighting is one of Oxfordshire's high growth success stories. The Abingdon and Wantage-based manufacturing business provides high end residential and commercial lighting solutions ranging from the Gherkin and Shard buildings in London to Said Business School in Oxford.

The Client's perspective

**Claire Styles,
Director, WILA
Lighting, Wantage
and Abingdon**

“I have had an all-round positive and outstanding experience of dealing with Allen Associates. The way they vet their Candidates, the quality of people they put forward, their professionalism and communication throughout the process are all excellent.”

WILA grew significantly in 2014, with revenues up by 25 per cent in the fourth quarter alone. To facilitate the company's growth, WILA needed to expand its workforce, with customer service and finance being two of the priority areas.

Temporary staff provided an obvious and very welcome solution to the company's immediate resourcing needs, as Claire Styles, Director at WILA Lighting, explained: We contacted Allen Associates and asked them to provide good quality temps to fill customer service and finance roles across the business.

One of these Candidates joined us in an administrative capacity but after two weeks, we were so impressed with her customer service skills and experience that we moved her over to that team. She dazzled us with her admin, HR and customer services experience and was the natural choice for the permanent role of customer projects co-ordinator which she has accepted. Another Candidate provided by Allen Associates is Lisa Walde. She joined our finance team as a temp but after three months, we knew we wanted to try and keep her. She now has a permanent position as finance assistant.

It's very difficult to make a judgement based on a CV and a meeting. Temping gives individuals the benefit of the doubt and allows them to prove what they are capable of. It also gives us, as the employer, an opportunity to assess the person's strengths and work out how, if at all, they can be accommodated within the business, in either a skilled or unskilled capacity. By employing people on temporary contracts in the first instance, both sides enjoy greater flexibility and it takes any animosity out of the probationary period. Temp to Perm recruitment has worked well for us and in our experience, provides benefits to both parties.

In the past we've worked with other recruitment agencies, but as our business and staffing needs have changed, we've become increasingly involved with Allen Associates. They are very thorough, offer better quality Candidates and are always extremely professional. I also like the fact that they come and meet you in person at your premises to get a real feel for the working environment and what you offer.

WILA is committed to its people and has achieved its Bronze award from Investors in People UK. We know that Allen Associates shares this commitment, having achieved Gold status, and it is important to us that we work with like-minded businesses. They seem to share many of our values, including the way they nurture their culture and develop their people.

The Candidate's perspective

**Lisa Walde,
Finance Assistant,
WILA Lighting**

“The Consultants at Allen Associates were really good. They were approachable and professional – definitely the best I've dealt with at any agency over the years.”

Lisa approached Allen Associates in response to an advert for a Temp to Perm position at WILA Lighting. She explained: I'd never considered this type of arrangement before but I was drawn to the role so I thought I'd find out more. Allen Associates provided me with all the details and after meeting me face-to-face and registering me, they arranged for me to be interviewed.

I started off in a temporary capacity but after three months, I was offered the role on a permanent basis. I think Temp to Perm provides a good introduction to an organisation and an opportunity for both the employee and the employer to assess whether it's the right fit. I wasn't sure about this approach at first, partly because of the lack of job security, but now, having gone through the process, I'd really recommend temping as a way into a permanent role. It's a win-win on both sides and I think more people should consider it.

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