

Case Study:

Finance and Payroll Officer Placement for Orano



Client Background

Orano is a global nuclear fuel cycle company recognised for its expertise in nuclear materials and its commitment to safety, sustainability and performance. With over 17,500 employees worldwide, Orano combines engineering and scientific excellence with integrity, precision and forward thinking.

Operating in such a tightly regulated, technically complex industry means that every hire plays a vital role. Orano relies on trusted recruitment partners who understand its culture, standards and long-term objectives.

A Long-Standing Partnership

Allen Associates has worked with Orano since 2009, supporting its evolving recruitment needs across a range of specialist and business support roles. Over the years, we've made 10 successful placements across various departments, each one business-critical.

Our partnership is built on trust, consistency and a deep understanding of Orano's unique culture. We approach every assignment with care and rigour, ensuring that each candidate not only meets the technical brief but fits seamlessly within the organisation. This relationship-led approach has made Allen Associates Orano's most successful recruitment partner.

The Brief

As Orano's UK operation continued to grow, it identified the need for a Finance and Payroll Officer – a dual-purpose role combining hands-on finance with the development of a payroll strategy. The goal was to create a more structured, in-house payroll function, which would free up senior finance staff to focus on strategic priorities.

The ideal candidate needed strong financial and payroll experience, confidence, credibility and the potential to evolve the payroll strategy over time. The £40,000-£50,000 salary reflected the seniority and scope of the position.



The Results

- A successful, long-term hire who delivered immediate value
- A stronger finance function with a developing stand-alone payroll department
- A candidate thriving in her new role and shaping Orano's payroll capability for the future

The successful outcome highlights Allen Associates' relationship-driven approach, which prioritises quality, care and alignment over volume or speed.

The Challenge and Process

This was a new and highly specialist role for Orano. The company required expert support to refine the brief, define the ideal candidate profile and ensure alignment with its growth plans.

Orano contacted Allen Associates after receiving a personal 'keep in touch' email from our Managing Director, reaffirming our longstanding relationship. Consultant [Portia McCahill](#), supported by our MD, [Elle Bromage](#), visited Orano's offices to meet the Finance Director. The visit was critical to understanding the company's culture and business priorities, and allowed them to advise on market conditions, the job description and the best recruitment process for success.

Portia led a focused search, combining outreach to some of our existing contacts with proactive headhunting. One standout professional emerged from our talent network, a high-calibre finance specialist who was actively applying for the right roles but was being selective. The Orano opportunity aligned perfectly with her ambitions for challenge, professional growth and long-term career progression within a respected international organisation.



Following a robust interview process, including psychometric testing and a final panel stage, she was offered and accepted the role.

Allen Associates provided close, hands-on support throughout, from defining the brief to onboarding. During an extended compliance phase, we maintained engagement with both client and candidate, ensuring momentum, transparency and alignment at every stage.

Adding Value

This placement reinforced the strength of our partnership with Orano – one that's built on trust, insight and genuine collaboration. By combining market expertise with a consultative, relationship-driven approach, Allen Associates delivered a candidate who not only met the brief but exceeded expectations.

It's a true example of our ethos: quality over quantity, partnership over transaction, and lasting results through genuine expertise.

At Allen Associates, we have over 27 years' experience of matching specialist and business support roles in PA and Administration, HR, Marketing, and Finance at all levels, temporary and permanent, with exacting clients in Oxfordshire and within the city of Oxford.

If your business needs its next crucial role filling, contact us to discuss your options.

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