

Allen Associates

CASE STUDY | TEMPS

RESEARCH ORGANISATION

Delivering a Data-Ready Temp Team for a Critical Project

Allen Associates placed a team of data-savvy Temporary Administrators with a vital research organisation, supporting a major project from late summer through to the autumn.

Weeks

from brief to the required start date

2+ months

assignment, with a possible extension

100%

of the team started on the planned date

98%

of temp roles we are given are filled*

*Excluding roles cancelled by the client.

From taking the brief to advertising, sourcing and screening, we supported the client every step of the way. We ran the Excel skills testing, arranged the interviews and handled all pre-onboarding compliance, and delivered a full team, all of whom started on time.

THE CLIENT

A service-led organisation in the not-for-profit sector, needing additional data-savvy support over its busy summer months.

THE BRIEF

A team of temps to start within a couple of weeks, for at least two months, with a possible extension. A straightforward admin assignment on paper. In practice, it called for a very particular kind of candidate.

THE CHALLENGE

- **A specialist skill set**

  First-hand experience of what clean data looks like, plus confidence with a range of more complex Excel functions.

- **A rigorous skills test**

  Every candidate had to pass a data-focused test before they could be considered.

- **Difficult timing**

  Summer can be quiet in recruitment, and many candidates accept the first offer they receive, so the campaign had to be timed carefully.



OUR APPROACH

We owned the process, so the client could focus on the project

We received the brief just a few weeks before the start dates. Hannah Bush, Divisional Manager for our Temps team, worked closely with the client to plan each stage.

01 Owning the process

We mapped out when the skills testing would run, scheduled interviews and handled all compliance for a punctual start.

02 Knowing the test inside out

We explained to candidates what a strong submission looks like, without ever sharing the answers.

03 A broad, targeted search

We identified over 150 registered candidates, including graduates and students available over the summer.

04 A pipeline that never ran dry

We kept approaching new candidates as they registered, so there was always a strong back-up.

RESULTS & IMPACT

Every interview was with the right kind of candidate

The skills testing proved its worth. Candidates less confident with data often opted out after seeing the questions, so every interview was with someone well suited to the work.

150+
candidates identified and approached

13
assessments and CVs submitted to the client

1 week
of client interviews, leading to several offers

On time
a full team started on the planned date

WHY WORK WITH ALLEN ASSOCIATES?

- **Proven results**
  Our Temps team fills 98% of the roles we are given.*
- **One team**
  Hannah and Catherine know every role, so you brief us once.
- **We meet every candidate**
  Every temp is interviewed and assessed before you see their CV.
- **Local knowledge, lasting relationships**
  Supporting Oxfordshire employers since 1998, many year after year.

*Excluding roles cancelled by the client.

Give us the brief, and consider it filled

Hiring? Planning a project, a busy season or cover? We'll bring in the right people, ready to start.

Looking for temp work? Register for flexible roles with great Oxfordshire employers.

Hannah Bush

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