



# Oxford Royale

## World-class academic experiences for students from across the globe

Founded by two brothers, William and George Humphreys, The Oxford Royale Academy is a top destination for ambitious, talented young people. Attracted by a long-standing reputation for high-quality education, every year, they are given the rare opportunity to experience life as a student in the best universities in the UK.

With programmes running within Oxford, Cambridge, Imperial College London and St Andrew's in Scotland, Oxford Royale prides itself on providing an outstanding experience, both inside and outside the

classroom. Whatever students choose to study, from medicine to law and business management, they'll also benefit from a packed extra-curricular schedule of activities, seminars and parties, as well as culturally enriching trips and lectures. This approach has resulted in Oxford Royale winning several of the most prestigious awards in the education sector, including the Queen's Award for Enterprise 2019.

# A long-standing partnership

## Harriet Leach, HR and Recruitment Lead

For more details about how **Allen Associates** could help your organisation recruit, please contact our team.

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### The brief

Oxford Royale needed to fill an urgent position for an HR and Recruitment lead after receiving notice of the previous post holder's intention to step down. As a result, they were searching for an exceptional candidate to take the reins. The successful applicant would be responsible for managing and hiring a dedicated and passionate team of academic and pastoral staff, whose high-quality calibre would deliver a 100 per cent satisfaction rate from students. With a reputation built on unrivalled standards of teaching, this was an incredibly important role which would be critical to the business.

### The outcome

The chosen candidate, Harriet Leach, impressed from the start. After beginning her career in a local Oxfordshire marketing agency as a standalone HR advisor, Harriet took time out to travel around Australia and New Zealand. While abroad, she accepted an HR Coordinator position on a fixed-term contract at an environmental consultancy. On her arrival back in the UK, Harriet registered with Allen Associates who immediately found her a role at Oxford Royale. Following her appointment, Allen Associates have successfully worked with Harriet on a large number of opportunities in the HR, marketing and administration departments within the company – of which the most recent was a part-time General Manager.

### Harriet's perspective as a candidate

"After arriving back in the UK, I spoke to two recruitment agencies, including Allen Associates. I knew that they were professional, and they had some really good opportunities advertised, which is why I wanted their help finding a job.

"To be honest it was great because I found my new role really quickly. I only had the one interview for my current position through them, which meant I was off the job market within a week of signing up to them.

"I liked the fact that they called everyone in for meetings before placing them for a role. It's really good to get to know the person who is representing you and speak to them about your career motivations."

### Feedback from the client:

"Allen Associates have a long-standing partnership with Oxford Royale that pre-dates my role with the company. The reason it works so well is that we share the same values. They pride themselves on providing the best experience possible, and although we're operating in a different sector, we also want to be the best in the market.

"I've used agencies before in my career, and in this time, I've experienced the very worst of them. As an employer, you may have a marketing position available, but you don't want to see every marketing CV. You want an agency who really listens to the brief and is confident that the CVs they send will excel in interview.

"We have seen some really strong members of the team placed through Allen Associates. After our interviews, we always ring to give feedback. Often, they say 'I thought you would choose that person', which just shows how well they know us and their candidates."

