

April 2025

## Case Study:

# Building a Long-Term Recruitment Partnership with a Prestigious Educational Institution



## Our Partnership

Our collaboration with this globally recognised educational institution began in 2001, and over the past two decades, we have developed a strong, long-term partnership. To date, we have successfully filled 119 roles out of 134 vacancies, primarily focusing on high-level administration, HR, finance, and project support positions.

A significant proportion of the professionals we placed initially joined on a temporary basis and transitioned into permanent roles. Over time, our relationship has expanded across multiple departments, with hiring managers recommending our services due to our ability to consistently provide high-quality candidates.

## Challenges

Our recruitment process for this institution required us to navigate several key challenges, including:

- **High-Calibre Expectations**  
The roles require candidates with a blend of academic and commercial expertise. Many hiring managers come from corporate backgrounds and expect candidates to meet high professional standards.
- **Diverse Stakeholder Engagement**  
The institution is funded by individual donors, some of whom take an active role in recruitment decisions. Candidates must demonstrate resilience, adaptability, and commercial awareness.
- **A Competitive Market**  
Oxfordshire's tight job market makes it challenging to attract top talent. Candidates often receive multiple job offers, requiring us to position the institution as a desirable employer.



## Our Approach

To meet the institution's hiring needs, we applied our tailored and proactive recruitment approach:

- **Candidate Screening & Relationship Building**  
We personally meet every candidate to assess their technical skills, cultural fit, and adaptability to the institution's unique environment.
- **Regular Client Meetings**  
We hold frequent in-person meetings with the HR team to stay aligned with evolving recruitment needs.
- **Project-Specific Recruitment**  
A standout example is our involvement in a high-profile programme, where we provided a dedicated team of temporary staff each year to:
  - Vet over 2,000 applications from around the world
  - Schedule and coordinate interviews with international stakeholders
  - Oversee fair and standardised selection processes
  - Manage visa applications, travel logistics, and pastoral care for participants

## Results & Impact

Through our ongoing partnership, we have helped this institution achieve:

- **Efficiency & Cost Savings**  
By streamlining candidate sourcing and screening, we significantly reduce the time hiring managers spend on recruitment.
- **Strengthened Employer Brand**  
Our placements enhance the institution's reputation as a sought-after employer in the education sector.
- **Successful Career Progression**  
Many of the temporary professionals we have placed have transitioned into permanent high-level roles, contributing to the organisation's long-term success.



## Why Work with Us?

- **Flexible & High-Quality Hiring**  
We adapt our approach to meet diverse hiring needs, from temporary placements to strategic permanent hires.
- **Local Market Expertise**  
As an Oxford-based agency, we have unparalleled knowledge of the regional talent market.
- **Specialist Knowledge**  
Our expertise spans Finance, HR, Marketing, and PA/Administration, enabling us to identify the best candidates for each role.
- **Consultative Approach**  
We prioritise long-term partnerships, offering tailored recruitment solutions rather than a transactional service.

By consistently delivering high-calibre talent and recruitment expertise, we have strengthened our position as the go-to recruitment partner for educational and non-profit organisations in Oxfordshire.

For more information on how we can support your hiring needs, contact us at [hello@allen-associates.co.uk](mailto:hello@allen-associates.co.uk) or call **01865 335600**.

