

April 2025

Case Study:

Delivering Temp-to-Perm Success for a Leading University Department

A Recruitment Partnership with Allen Associates



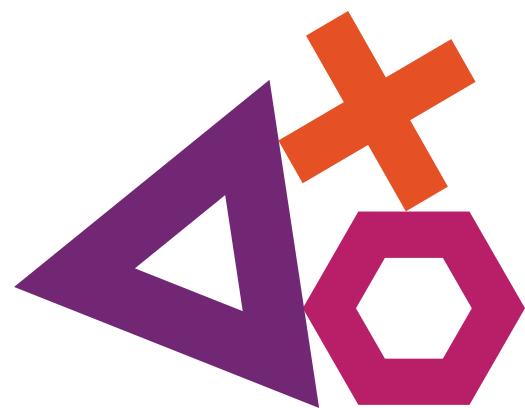
A Recruitment Partnership with Allen Associates

Allen Associates has been a trusted recruitment partner for this education institution since 2004, placing highly skilled professionals in administration, fundraising, and project officer roles. Over nearly two decades, our deep-rooted relationship has strengthened through continued success in delivering the right talent for their evolving needs.

Challenges

Allen Associates supported the department in overcoming several key recruitment challenges:

- **High-volume recruitment**
The department frequently hires multiple candidates simultaneously but lacks the internal resources to manage extensive shortlisting and interview processes.
- **Niche skill requirements**
Some roles require exceptional communication and stakeholder management skills to engage effectively with senior academics, donors, and corporate partners.
- **Varying hiring timelines**
While many roles are filled quickly, certain specialist positions require multi-stage interview processes due to their complex requirements.



Allen Associates' Approach

To ensure the department secured the **best talent efficiently**, Allen Associates implemented the following **strategies**:

- **Exclusive recruitment partnership**
By serving as the department's sole recruitment partner, we provided bespoke, consultative hiring support.
- **Efficient screening process**
For each role, we managed over 40 applications and presented only the top five most qualified candidates to hiring managers, saving time and improving hiring efficiency.
- **Flexible hiring solutions**
Many candidates initially joined as temporary staff before transitioning to permanent roles, providing both employer and candidate with a trial period before committing.

Results

Through this long-term partnership, **Allen Associates** has delivered:

- **Immediate impact**
Two temporary hires were converted into permanent employees within days due to their exceptional performance.
- **Successful temp-to-perm placements**
Nine candidates have transitioned from temporary to permanent positions within the department.
- **Recruitment time saved**
By handling screening and shortlisting, Allen Associates significantly reduced the time spent by hiring managers on interviews and decision-making.
- **Client satisfaction**
By handling screening and shortlisting, Allen Associates significantly reduced the time spent by hiring managers on interviews and decision-making.



Why Work with Allen Associates?

- **Long-term recruitment partner**
Our partnership has lasted nearly two decades, adapting to evolving hiring needs.
- **Flexible, high-quality hiring solutions**
Whether short-term, project-based, or permanent placements, we deliver top-tier candidates efficiently.
- **Expert market knowledge**
With over 27 years of experience, we streamline recruitment processes for our clients, making them faster, more effective, and cost-efficient.
- **Local expertise**
Based in Oxford, we have unparalleled knowledge of the local job market and access to a strong talent pool.
- **Specialist recruitment focus**
Our expertise spans Finance, HR, Marketing, and PA/Administration, ensuring highly effective candidate selection and placement.

By consistently delivering tailored recruitment solutions, Allen Associates has solidified its position as a leading recruitment partner for educational and non-profit organisations in Oxfordshire.

Need recruitment support? For more information on how Allen Associates can help you find top candidates, contact us at hello@allen-associates.co.uk or call **01865 335600**.

