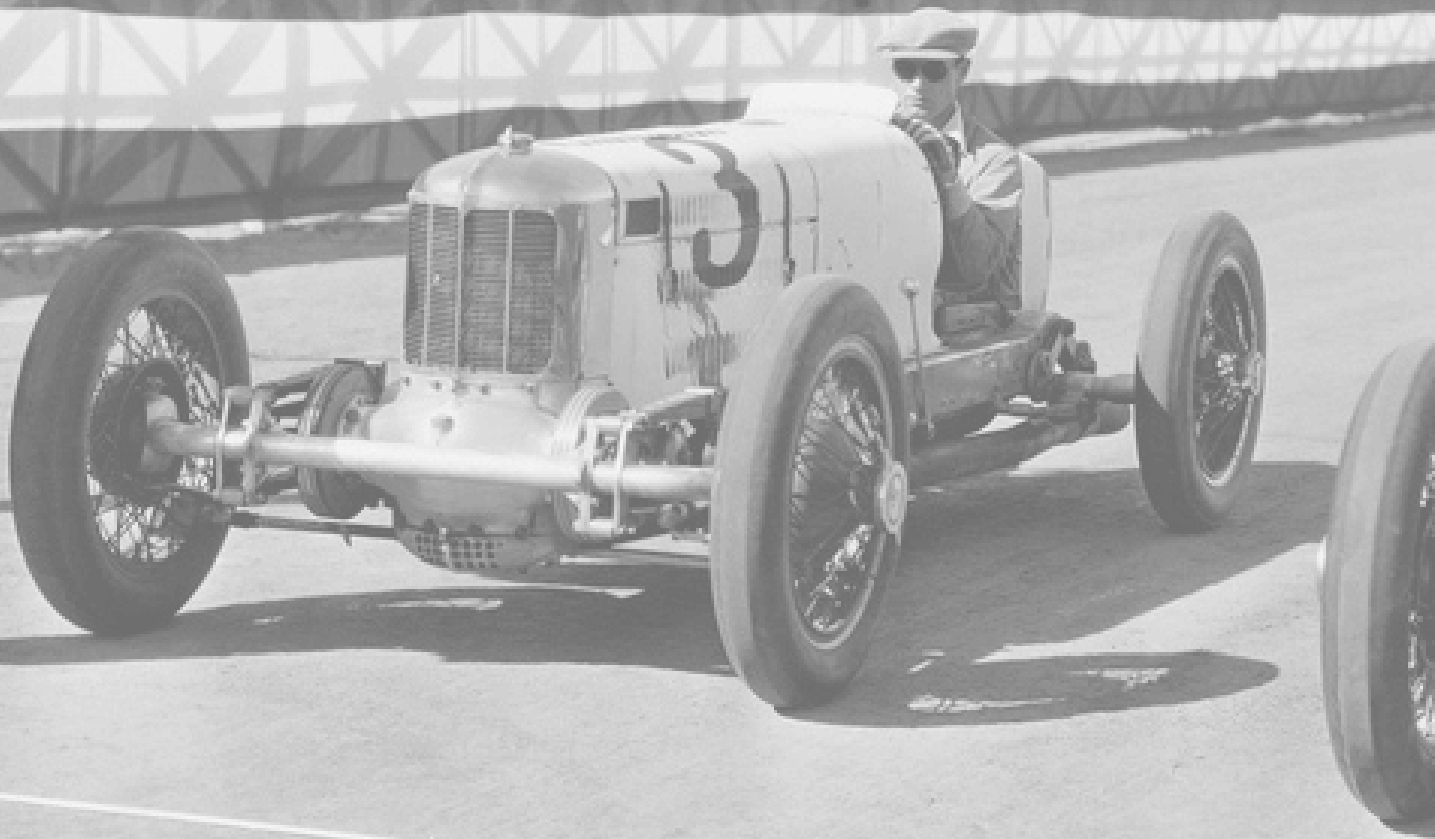


DRIVING THE RIGHT HIRES FOR AMT



Huge thanks to Olly Woodall for making the entire experience outstanding. He's been instrumental in building my team - professional, knowledgeable and genuinely attentive to our needs. He really took the time to listen and fully understand our requirements and absolutely delivered. Couldn't recommend him highly enough...



ASSEMBLING THE TEAM

We'd worked with this business previously, supporting their wider team with senior commercial hires, so when growth was on their agenda, the conversation was already flowing.

A regular catch-up with the Sales Director led to an internal referral to the new General Manager for Contract Hire and Leasing, who was tasked with building out a brand-new team following an office move and expansion.

The brief wasn't just one hire, it was a full team build: Pricing Manager, Business Development Manager, Sales Support and Sales Executive. Lots to do and a big opportunity.



FINE TUNING THE BRIEF

On paper, the roles were straightforward. In reality though, there were two clear challenges to address. Firstly, every hire needed to be local and office-based five days a week, which is a tough sell in a market that's moved firmly toward flexibility. Secondly, the initial salary banding sat below market rate, making it difficult to attract the calibre of candidate the business needed.

Rather than push ahead regardless, we took a consultative approach. Using real-time candidate feedback and supporting data from our salary survey and other market tools, we worked closely with the General Manager to recalibrate expectations. Salary levels were adjusted to better reflect the market and whilst the office-based requirement remained, it was positioned as an opportunity to be part of building a new team and culture from day one.



READY FOR THE ROAD

With the brief aligned, the process moved quickly. Direct access to key stakeholders meant same-day feedback, streamlined interview and quick decisions. Typically a two-stage process ending in face-to-face meetings with the MD, with offers issued the same day.

We combined network and headhunt approaches to deliver across all roles, leveraging existing relationships for commercial hires while building targeted outreach campaigns for specialist positions like Pricing and Sales Support.

Even when faced with a dropout due to counter-offer and reluctance to meet the office based expectations, we replaced the candidate within two weeks and kept momentum high.

The result? A fully built team, a stronger market-aligned offering and a strengthened ongoing partnership which is now extending into their operations function as the business continues to scale.

The proof? An NPS score of 10/10 and a glowing review from the hiring manager.

FANCY A CHAT?

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