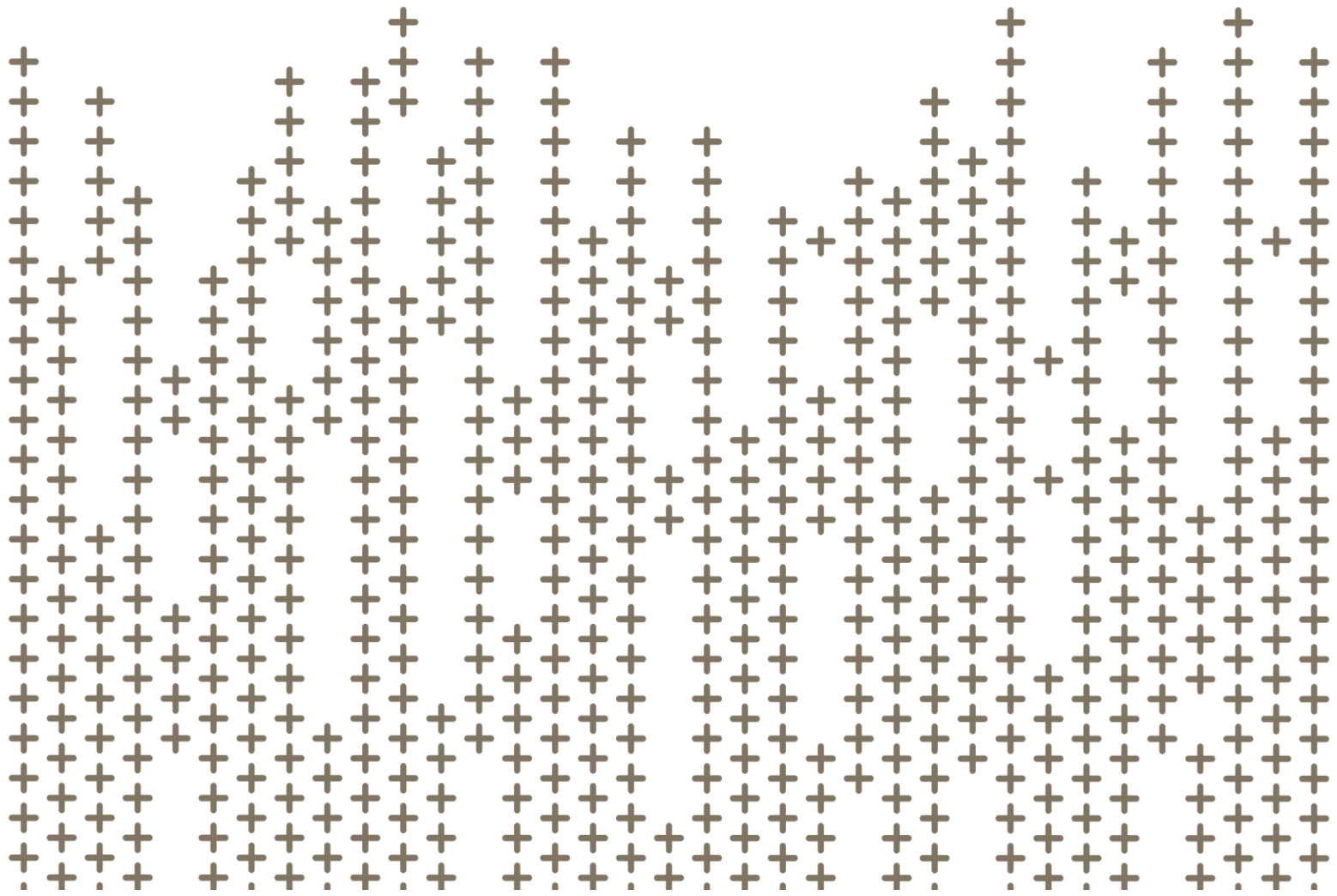


Business Analysis Recruitment of External BAs Case Study

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Medium Sized UK Insurer – Business Analysis Recruitment

The client is the change area within a medium sized UK Insurer. Positive reviewed cvs, assessed, interviewed and recruited ten external Business Analysts for the client.

Background

The client was initiating a number of large and highly visible projects and therefore had a need to expand its analysis capability. In addition, to increasing the skills of existing staff, the client wanted to go into the external market to bring in new skills and new people. Despite recruiting new members of staff, the client wanted to ensure that any new recruits would fit into the organisation and be able to deliver from outset. The main driver for using Positive services was to reduce cost of recruitment.

Process and Outcome

Be Positive carried out the following, in conjunction with the clients and their HR team;

- Worked with HR to ensure the press campaign was properly worded and covered the correct skill set.
- Agreed selection criteria for candidates that included Business Analysis skills, personal attributes and alignment to brand values.
- Reviewed the CVs received against agreed skill set.
- Suggested a short list of the key candidates for assessment to the client.
- Assessed and interviewed candidates.
- Presented the client with a short-list of candidates for final interview and selection.
- Facilitated Review and Lessons Learnt of the process for the client

Benefits

Positive ensured that the client benefited from.

- Successful recruitment of ten Business Analysts from the external market
- Saving of approx £30-£35k in recruitment fees
- Ensured that time spent by the client on recruitment was used effectively
 - Only the correct CVs presented for review
 - No wasted interview time.
 - Appropriate level of involvement at each stage of the recruitment process
 - Final decision on any candidate given to client management.