



Case Study



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Damon Swarbrick, Chief Executive Officer at Kingfisher Beer Europe

Key achievements

- With HR Recruit, Kingfisher Beer Europe (KBE) found the perfect HR Manager, taking away the recruiting responsibility from the UK leadership team.
- The new HR Manger is improving the employee experience and is fitting in perfectly with the team.
- Chief Executive Officer Damon Swarbrick was extremely impressed with the level of professionalism, efficiency and care of attention offered by HR Recruit.

The Challenge



Improving the employee experience

Beer promoter KBE drinks had just undergone a period of substantial change when it became apparent that it needed an in-house HR expert.

When the company grew from 23-48 employees in a period of just 18 months, they knew it was time to appointment a new HR specialist.

“It is important to give our team employees a great employee experience,” said Chief Executive Officer, Damon Swarbrick. “Since our employees had more than doubled, it became essential to find an HR Manager to fill a 6-month, or more, placement of an HR Advisor - someone with the skills and experience to be able to help train their current HR Assistant to eventually take her place. He or she also needed to be a strategist who could help transform the HR department.”

“The ideal candidate was someone who could take on the entire HR responsibility and recruit develop and train an HR assistant. We approached HR Recruit because we wanted a specialist HR recruiter to ensure that this was achievable.”

The Search



The Recruitment Process

When it came recruiting, a quick and efficient turn around with a straightforward approach was very important to them. With this in mind, their recruiter came in and set a timetable to adhere and set to work trying to find a new candidate.

Damon says: “Our recruiter was great. From the start she was informative, engaged, transparent and totally committed to finding the right person for us. She made everything very easy. Within a very short timeframe she starting sending us CVs with lots of suitable candidates and we were interviewing within a month, which is great for a business of our size. We ended up interviewing 4 candidates, who were all a very good fit in terms of location and relevant experience and personability.”

“The whole process took just 6 weeks to find right candidate – the recruiter completely took the recruitment headache away. Our new HR Manager has brought a lot of strategic thought and leadership to the HR department and is easily fitting in with the rest of the team.”

Our recruiter said: “Damon was really easy to work with. He was very flexible in terms of the role and the recruitment schedule and that enabled the quick turnaround. He was also keen to listen to suggestions about candidates which made the whole process very smooth and efficient ensuring that we found the perfect candidate.”

Why HR Recruit?

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Damon continues: “HR Recruit was great to work with. They gave us confidence that they understood what we needed and were completely transparent and very easy to deal with.”

“More generally, using a specialist recruiter was a good decision on our part because they clearly had a wide network to choose to in order to find suitable HR candidates.”

“I’d definitely recommend HR Recruit to other businesses. I was particularly impressed with the quality of communication and the enthusiasm for finding the right candidate. It’s quick, easy and reliable.”



We'll help you find the perfect candidate

If you are looking for an exceptional HR appointment, please talk to us about your requirements.

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