



**DTB<sup>®</sup>**



**Case Study**

““HR Recruit works very hard to understand your business and your exact needs, which makes a huge difference to the recruitment process.”

Ian Ault, DTB Managing Director

# Key Achievements

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- With HR Recruit, DTB managed to find the perfect part time HR manager with a very fast turnaround.
- The new HR manger has dramatically transformed areas of the business that desperately needed attention as the business grew. She is a great fit and there is an expectation that she will become a full time employee.
- Managing Director Ian Ault was very happy with the level of care, attention, knowledge and information provided by HR Recruit.
- Ian highly recommends HR Recruit for making the whole process extremely easy from start to finish.



A dramatic landscape photograph of a mountain valley. The scene is dominated by steep, rugged mountainsides covered in sparse green vegetation and rocky outcrops. A narrow, light-colored path or streambed winds through the valley floor. The lighting is dramatic, with strong shadows and highlights, suggesting a low sun position. The sky is a deep, dark brown, and there are faint, diagonal light rays or lens flare effects in the upper left corner. The overall mood is one of vastness and challenge.

# The Challenge



# A Growing Business

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When textiles manufacturer DTB's Human Resources (HR) situation was started difficult to manage, they knew they need to hire an HR professional. The company had grown to around 150 employees across multiple sites before they realised that their current HR set up was no longer appropriate.

“Previously, our HR was overseen by a part-time staff member and a third party support company,” said Ian Ault, Managing Director at DTB.

“This combination wasn't giving us everything we needed in the period of growth were experiencing. We needed experienced HR professional who could guide us through what we needed and get our HR operations working correctly.

“In the end, I opted for HR Recruit because it's a specialist with access to quality, local HR candidates in our industry. But I didn't realise until we met our recruiter just how much care, attention and expert advice we would get and how invaluable HR Recruit would end up being.”



# The Search

# The Recruitment Process

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Our recruiter met with Ian to discuss where they were as a business and shared lots of ideas and insights about what sort of person would truly be the best fit for all their HR needs. Ultimately, they opted for a part time HR manager.

“We didn’t know exactly what we wanted,” said Ian. “I’m fully aware of HR’s importance in any business, which is why we needed to get it right – it’s the glue that holds a business together. But we didn’t really know what was required so it was great to have an expert recruiter to guide us through exactly what we needed.

“Once we have come up with a plan, the recruiter didn’t waste our time. She used her network to put get CVs appropriate to our industry in front of us within a week. We then interviewed two candidates, with a third scheduled. We were so impressed with how perfect the very first person we saw was that we decided to go with her. It was all was very efficient and easy.”

# The Ideal Candidate

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“We made up our mind pretty quickly about the candidate once we had met her,” said Ian. “She was perfect for the job. We were presented with a few potential candidates, who were all good, but I had such a good feeling about the first one we saw that there really was no need to continue the interview process.

“She was everything we wanted in an HR person. After only a few months she has really taken our HR to the next level, including implementing new HR systems and processes, which we never would have been able to do on our own.

“The chemistry within the team is also great and it’s very likely she will become a full time employee in the near future.”



# Why HR Recruit?

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“What surprised me the most about working with HR Recruit was the care and attention I received as well as the expert advice, ideally suited to our business needs,” said Ian.

“HR Recruit works very hard to understand your business and your exact needs, which makes a huge difference to the recruitment process. Our recruiter didn’t just do what we said. She challenged us, gave us choices, and worked hard to help us to understand what we needed.

“In the end, one of the main reasons I’d recommend HR Recruit is how easy the whole process is. They really ‘got us’ – our challenges, our needs. And they proved this with the calibre of candidates they provided us with.”



# We'll help you find the perfect candidate

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

WEB: [www.hrrecruitment.co.uk](http://www.hrrecruitment.co.uk)

TEL: 0333 2412440