



**UNIVERSITY
OF SUSSEX**

A highly relevant example of our approach and experience of working with a specific HE client over long-term is the recent successful completion of a very large recruitment project with the University of Sussex.

Over a twelve-month period as their exclusive supplier for project and technology roles, we supported business analysis, the modernisation and replacement of legacy networks and multiple other change programmes, from major civil engineering to replace physical infrastructure to Cyber Security Plus and moving data centers to the cloud.

The shortage of skills locally, and high demand in the market generally, required us to complete significant market mapping and search activities to build a tailored talent pool. We attended onsite and conducted video conferencing with a cross section of staff to ensure we understood not only the EVP and client proposition, but the selling points of the location for both permanent and contract roles.

We undertook weekly meetings with the whole project team, including stakeholders from finance, procurement, HR, and the delivery teams and communicated in real-time via a dedicated Teams portal. We undertook an assessment centre for bulk roles, placed specialist contractors rapidly into delivery teams to ensure that deadlines were met and left the organisation with an improved EVP, processes and documentation.

The outcome was the successful appointment of over 50 contract and permanent roles.