



Recruitment Programme for Procurement Services... 'A Partnership approach'

When the Metropolitan Police issued a tender looking for a recruitment partner who could design and implement a cost-effective strategy which delivered a successful 'fast-track' programme for the recruitment of 16 key procurement roles, Purcon were the natural choice.

Following successful selection, Purcon designed an extensive, specially developed campaign which incorporated tailored advertising in the *Daily Telegraph* and the specialist CIPS publication *Supply Management*,

Working in Unison

The Metropolitan Police Service is the largest of the police services in greater London and is famed around the world and has a unique place in the history of policing.

Following an initial meeting with the HR department, Purcon's role was instrumental; providing consultancy support ranging from salary benchmarking to ensure the roles attracted the right candidate, down to CV screening and candidate short-listing.

From the outset, Purcon worked closely with the HR department both centrally and locally, to develop the recruitment strategy by learning the lessons from previous campaigns undertaken by the Met and to establish a mutually beneficial means of working.

Once the initial groundwork had been established, Purcon were tasked with supporting all aspects of the recruitment process. The first of which was to develop new role profiles using the 'Hay' process, which were then agreed with HR and benchmarked using Purcon Salary data.

The start of the advertising campaign was designed to coincide with, and use as leverage, Sir John Stevens' key note speech at the CIPS conference, and was very successful, with 300 applicants expressing an interest prior to Purcon engaging on the "headhunt" option.

As a part of the project, all candidate screening was outsourced to Purcon to provide a final shortlist of suitable CVs to be taken forward to interview.

The Result

As a result of the combined effort in marketing and promotion of procurement within the Met Police, Purcon achieved 100% success rate on all Director-level positions and successfully raised the profile of procurement service within the Met Police to both internal and external stakeholders.

Following this major campaign, the Met Police continue to use Purcon as a preferred partner for permanent and interim recruitment within Procurement.

About Purcon

For nearly 30 years Purcon has led the way in permanent recruitment and interim management for Procurement and Supply Chain, with offices in the UK, Belgium, Poland and operations across Europe.
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