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“Howett Thorpe recruited the entire team at FSE group, they started with the junior team and have recruited all positions including the Finance Director.”

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THE CLIENT: THE FSE GROUP

The FSE group supports businesses who are looking for funding to achieve their growth ambitions; they have been supporting high growth businesses with accessible market-gap funding since 2002. The business is insightful in determining how to improve an evolving funding landscape & are more than just the money.

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“I was extremely impressed with Howett Thorpe’s professionalism and expertise. They went above and beyond to understand our specific requirements and find the right candidates. Their collaborative approach and personalised service made the entire recruitment process seamless.”

Paul Marston

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THE CHALLENGE

An extremely important role of the Finance Director became vacant & we needed to fill this role with the right person, this was not a like for like replacement & the person needed a specific skill set and cultural fit into the business. “It was also the first time as CEO, I had not recruited previously for such a position, so I needed good support to do so successfully” Paul Marston CEO.

THE PROCESS

“It was the process that really made Howett Thorpe set themselves apart from the competition”
Paul Marston CEO.

Recruiting for the Finance Director role, a very senior role in our team. I (CEO) had a meeting with Julie initially, where we went through a briefing together, both in terms of the technical skill that we're looking for, but also what we needed from that person for a good cultural fit for the whole business.

Julie was great at listening to what was needed, and the key thing was that she challenged me on what I thought I wanted from the role. We brainstormed various things together and this was a very insightful and useful part of the process. It enabled Julie to widen the search to FD's who were in other industries for a more suitable pool of candidates.

Julie presented me with 7 candidates initially and proposed that instead of a whole day of interviews, we should do short coffee meetings to quickly get a view on what I was really looking for. This was a time efficient and effective way to dial down the initial 7 candidates to 3.

After some profiling assessments we then did some formal interviews, Julie consistently followed up with myself and the candidates so there was a constant stream of support and communication between us. The difference felt compared to other recruiters was the honesty that I got from Julie throughout the process. It was clear she was in as a partner for us and not for the short-term benefit for Howett Thorpe.

The final candidate gladly accepted and has successfully been in post for six months.

THE OUTCOME

Howett Thorpe's comprehensive recruitment solution played a crucial role in helping us to fill a significant role within our organisation but also place the whole company with suitable employees. The agency's expertise, personalised approach, and commitment to finding the right candidates were instrumental in achieving a successful outcome

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“Julie Mott is one of a kind. She's professional, astute, emotionally intelligent, funny & just really likeable. She listens well & comes up with well-considered options. Julie kept me updated throughout the whole interview process ensuring I was fully briefed & giving regular feedback. And the new job has turned out to be all that I'd hoped for.

She will be my 'go to' person for all future recruitment, I can't recommend her highly enough.”

Sarah Talbot

Newly appointed Finance Director at FSE Group

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