



## CASE STUDY

**1ST EXECUTIVE: A VALUED, STRATEGIC PARTNER  
TO BP SUPPORTING BOTH CONTINGENT LABOUR  
AND PERMANENT RECRUITMENT**

*1st*Executive



## PARTNERSHIP SUMMARY

- Since 2005, 1st Executive have been a valued, strategic partner to BP supporting both contingent labour and permanent recruitment.
- 195 Procurement & Supply Chain placements across various business units including GBS, Upstream, Downstream, Air and Lubricants.
- 1st Executive's success in placing high-calibre contractors into BP is evidenced by an average tenure of 18 months, where contractors across the board have received multiple assignment extensions. Our average contractor day rate sits at £550 per day.
- 70% lifetime partnership fill-rate.

### PERMANENT RECRUITMENT:

- 25 Permanent recruitment appointments – including hires into the Talent, HR, Legal, BPO, IT & Technology, Construction, FM and Shipping category verticals.
- Salaries typically ranging from £40K - £85K.
- Talent successfully sourced for Sunbury, London, Milton Keynes, Pangbourne locations.

### MSP DELIVERY:

- Initially engaged to provide contingent workers to BP via Kelly OCG, 1st Executive received an award for Supplier Excellence, recognising our outstanding performance as the leading agency in appointing placing Procurement & Supply Chain interims into BP with special recognition for shortlist response times, CV to interview ratio, overall placement ratio and bill rate competitiveness (to market conditions).
- In December 2020, BP transitioned their contingent workforce programme to Tapfin (part of Manpower Group). 1st Executive quickly built robust relationships across

the new programme team, leveraging knowledge gained from supporting Tapfin with their GSK and HSBC workforce programmes – establishing regular touch-points with the on-site teams and global programme managers, to ensure we provide full support to the partnership. Furthermore, we continually provide Tapfin with real time market insight, rate and skill-set benchmarking as well as consultative advice on competitor propositions.

- Since the MSP transition, 1st Executive have continued to receive incredibly positive feedback; in Q4 2022, 1st Executive placed in the top 5 out of 70 agencies supplying into the BP programme, with particular emphasis on our responsiveness and open communication channels with the Talent Team.
- Through multiple PSL rationalisations, 1st Executive have been consistently selected as a top supplier, due to our long-term success in supporting their Hiring processes.



## WIDENING OF SERVICE PROVISION:

-  BP spend c\$50 million per quarter on Contingent Labour, with 1000 active contractor headcount through the Tapfin programme.
-  Due to 1st Executive's success in placing Procurement & Supply Chain contractors into BP, we have widened our interim service provision to fill a variety of adjacent skillsets. We've experienced positive results across Finance, Project Management, Risk and Sustainability where incumbent suppliers have struggled to deliver successful solutions.
-  With BP's key targets for Net Zero by 2050, EV skillsets are at the top of their agenda. 1st Executive have quickly adapted to provide interim support in this space, and over the last 12 months have successfully placed 5 contractors into Electrification, Charging and Future Mobility functions, across Cost, Communications, and Analysis skillsets.

“ As an Award-Winning Supplier to a number of KellyOCG programmes, 1st Executive's commitment, professionalism and dedication in building increasingly strong partnership makes working with the BP delivery team a pleasure. They ensure everything's followed through to success.

*Programme Manager – Kelly OCG*

# 1stExecutive



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