



Crown
Commercial
Service
Supplier

CASE STUDY

PROVIDING SPECIALIST EXPERTISE IN
RECRUITING PROCUREMENT PRACTITIONERS
TO SUPPORT A MAJOR PROCUREMENT
TRANSFORMATION PROGRAMME

*1st*Executive

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After struggling to find the calibre of individuals required to embrace the new commercial environment they were creating within the Procurement team, the Crown Commercial Service asked 1st Executive to step in and solve the problem.

THE OVERVIEW

1st Executive has been appointed to the Crown Commercial Services RM6229 Framework through which ALL Public Sector organisations can hire permanent and fixed term roles through those approved recruitment partners from June 2022.

We offer a dedicated team of experienced consultants focused on driving excellence in public sector recruiting and compliant, niche market specialists able to deliver timely, pre-screened candidate shortlists, partnering closely with Public Sector clients throughout the process.

“ Alex possesses a strong ability to balance the needs of her client with those of her candidate. She has an extremely strong understanding of the markets she works in and delivers success even within the most challenging and ambiguous environments.

Director of Procurement, Metropolitan Police

THE CHALLENGE

Following an unsuccessful direct Recruitment campaign run by a key client, Alex was brought in to provide specialist expertise in recruiting Procurement practitioners to support a major procurement transformation programme.

These roles were seen as business critical and she was initially tasked with recruiting four “best in class” candidates.

Having been out to market our client had struggled to find the calibre of individuals required to embrace the new commercial environment they were creating within the Procurement team.

The challenge was to source fresh candidates who not only met the brief but exceeded expectations.

THE STRATEGY

As part of a dedicated account management team, Alex went out to the market to source suitably qualified and experienced candidates.

All candidate applications had to be closely monitored and scrutinised against our clients' diversity and equality policy.

1st Executive incorporated a range of tools and techniques to source, assess and interview candidates against the clients' specific needs and shortlists were presented to and discussed with the CPO prior to client interviews.

THE RESULTS

🕒 Alex successfully placed 8 candidates against an original brief of 4 and we continue to work in partnership with our client as a supplier of choice to support on-going recruitment requirements for both permanent and interim recruitment campaigns.

👤 As a further endorsement of capabilities Alex continues to work closely with many of her placed candidates who have themselves become clients.



Alex has proven to be an excellent recruitment partner. She has easily outperformed her competitors, not only in her ability to find us talented procurement professionals but also in the way she has serviced our account. She has shown tenacity, perseverance, and has always given an honest appraisal of the state of the market.

*CD OD and Transformation, Commercial Directorate,
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