

CASE STUDY – BIRMINGHAM AIRPORT

THE BRIEF

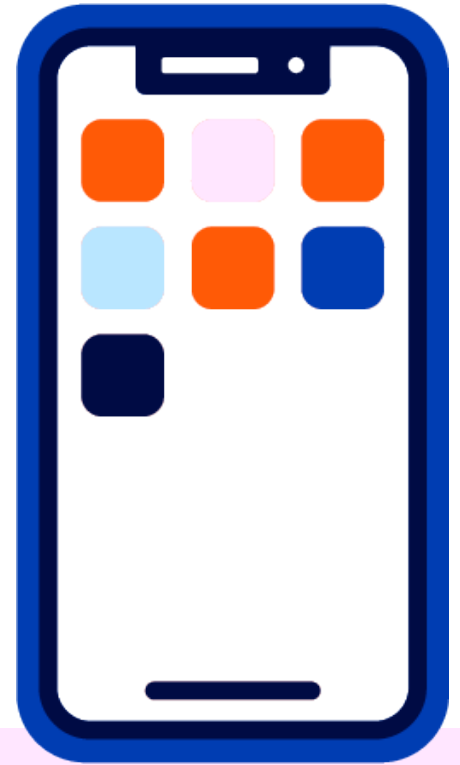
Birmingham airport had worked with HSE Recruitment previously, so when they had a need for a Fire Safety officer they immediately reached out for support.

The airport is a large and complex environment with over 1000 direct employees and 9000 contractors on site, so Fire Safety was paramount. This role was designed to support the current Fire Safety Manager and required someone able to support on the maintenance of the airports fire strategy. The ideal candidate would have a NEBOSH Fire certificate or equivalent as a minimum, with an excellent understanding of fire risk assessments and the documents that go along with this, and would be a hands on and proactive professional. Due to the varied nature of the site, Birmingham airport were open on background although someone with experience of working with airlines, shopping centres, or similar would be beneficial due to the large amount of retail on site. The role went live just before the Christmas break presenting certain challenges, but Laura took these into account when discussing timescales and made sure that the airport had clear expectations of the search process and the potential timelines. The airport took our market intelligence on board and communicated quickly and efficiently throughout the process. They were also able to increase the budget for the salary by £2k in line with market conditions, based on datafeedback.

THE SEARCH

Birmingham airport were aware that this search was quite difficult, due to the salary bracket and the niche skill set. With this in mind we agreed a drip feed approach rather than a strict shortlist date, with the understanding that they may need to make a decision based on one or two candidates, rather than our standard four. Laura utilised her existing network, as well as a targeted headhunt approach to identify and competency interview several candidates. Two candidates were found who both fit the bill well, and either could have been offered the role, leaving Birmingham airport in a very good position.

Ultimately a candidate was chosen, the salary successfully negotiated (taking into account the candidate's needs and market trends) and they settled in well.



WHAT BIRMINGHAM AIRPORT HAD TO SAY

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'HSE Recruitment were extremely proactive and really took the time to understand the role, I would be very happy to work with them again in the future'.

A QUOTE FROM LAURA

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"Birmingham airport were very adaptable, utilising our collated data to become flexible with the salary banding in order to attract talent. This helped us identify the best candidate for them and ensure that the candidate was happy with the remuneration and benefits, and would therefore ensure their longevity in the role".



HSE Recruitment Network



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