

CASE STUDY – ROYAL BALLET & OPERA

THE BRIEF

We were approached by The Royal Ballet and Opera, after they were recommended to speak to us by a trusted ex colleague of theirs. RBO had been working with an agency to find a Health and Safety Manager, but unfortunately the candidates they had been provided - although technically competent - hadn't been meeting the brief in terms of industry experience, and they wanted to see if they could find any better matches.

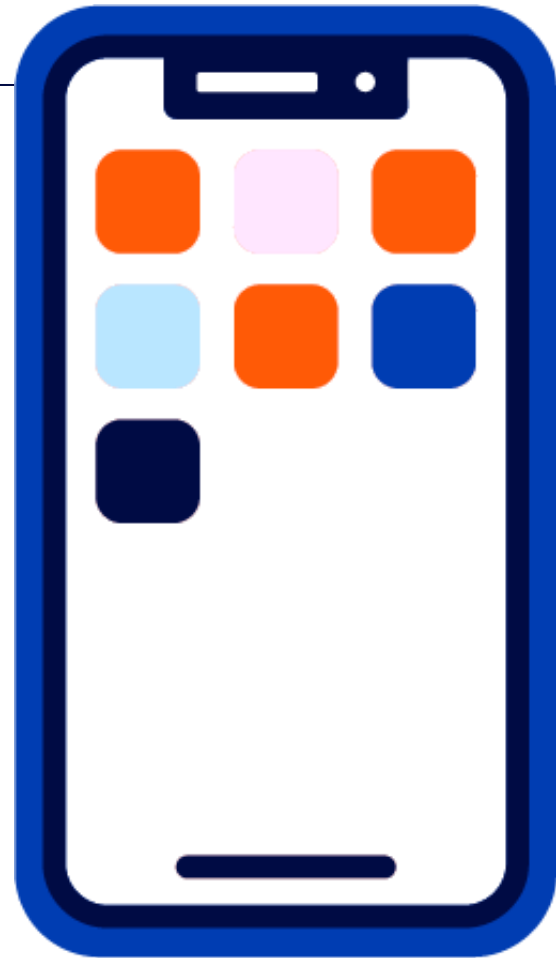
RBO needed a forward-thinking and proactive practitioner with experience of live events, theatre, or similar environments. They needed to be able to hit the ground running, be a very visible Safety leader, and be comfortable rolling their sleeves up and getting involved. They also needed someone who could provide a collaborative approach, able to educate and influence the teams, and drive accountability downwards for H&S.



THE SEARCH

After a thorough brief, Sophia curated an in-depth long list of Safety professionals who had the appropriate live events experience and who lived within an appropriate distance of the site. From here she then spent the next 5 days interviewing them to discover their cultural fit. Sophia asked competency questions tailored to the brief given to us by RBO to identify those who not only were a good technical match, but who also had the soft skills and enthusiasm to match the person specification. Sophia kept RBO updated throughout the search and let them know that we likely were going to deliver a shortlist of 2-3 candidates instead of our normal 4-6 candidates, due to the limitations of the search, and delivered two candidates on the agreed-upon date.

Both candidates were an excellent technical match and were candidates that we were confident would have the approach that RBO needed. Both were taken through the interview process to final stage, before one was offered. RBO were very happy with the quality of the candidates provided and expressed that they liked our quality over quantity approach.



WHAT THE ROYAL BALLET AND OPERA HAD TO SAY

“

Working on the appointment of the Health and Safety Manager was a smooth process. We were presented with sector relevant candidates who met our brief and demonstrated that HSE knew what we needed. Would absolutely work with them again.

WHAT SOPHIA HAD TO SAY

“

It was a great experience partnering with RBO on their Health and Safety Manager search. They took the time to give us an in depth technical and cultural brief and took our market feedback on board. Ultimately, they moved quickly and were able to secure an excellent candidate – and we were delighted to have been able to help!





CONTACT US

LAURA AUCOTT

Associate Director

laura.aucott@hserecruitment.co.uk

0121 454 5000

SIOBHAN OERLEMANS

Head of Europe

siobhan.oerlemans@hserecruitment.com

+31 6 42 50 26 53

HEAD OFFICE

info@hserecruitment.co.uk

0121 450 5000

