



Church International Ltd were proud to be selected to partner with a highly respected, international data innovation and digital transformation business to help consult and provide solutions to complement their ambitious plans to transform their business.



The challenge.

Our client's Managing Director was engaged in a thorough review of their wider business and in doing so had identified the need to restructure the sales arm of their operation. Our MD, Brian Fitzgerald, partnered closely with our client to get an in-depth understanding of their existing structure, with a view to helping establish where operational changes might have greatest impact. Working together to conduct a robust analysis, our partnership identified some key benefits to the whole of their business if they were to appoint a new VP of Business Development, with responsibility for the continued growth of their UK business – a high profile role to be created and successfully filled at a critical time for our client's business.

The key to any strong partnership is trust and it was imperative that we demonstrate our ability to recruit on their behalf with professionalism and discretion. With over 30 years' experience of recruiting at this level of seniority for some of the most well-known brands, both national and international, we were fortunate to have many examples to call upon. It was this demonstration of our abilities, based on successful completion of similar briefs, that secured this trust from our client.



The solution.

Having successfully identified the required solution, we continued to work closely with our client to develop a carefully curated list of requirements to enable us to source the best candidate to fill this key position. After conducting extensive searches, we quickly identified a longlist of potentially suitable candidates. After approaches were made to these candidates and thorough conversations conducted, we continued to work in partnership with our client to develop the role throughout the process, as new requirements were identified, to not only ensure we were able to attract the highest calibre of candidate but also provide them with the challenge and rewards that would excite and inspire them. This required rapid action and delivery on our part, something we were able to successfully demonstrate as we adapted our shortlisting process to reflect these developments.



We also successfully adapted our processes to overcome the challenging restrictions that the whole country is currently facing and re-doubled our efforts to ensure that we were able to facilitate an interview process that was fair, discreet and, most importantly, safe. We co-ordinated the diaries of a number of senior members of our client's teams to successfully negotiate a 5-stage selection process, which also included our candidates giving a detailed presentation – all via Zoom calls. We are delighted to say that both the client's trust in us and our efforts on their behalf resulted in the successful placement of a highly-deserving candidate who has now begun an exciting career with a genuinely dynamic, industry leading business. A process which took us a little over 4 weeks.

Having successfully proven our ability to fill a high-profile vacancy, in one of the most challenging markets in recent times, our client tasked us further with managing an additional part of their restructure. With the onset of the new IR35 legislation they wanted to partner with a company that were in a position to provide support and external management of their growing sales team, many of whom were contractors working directly for our client via their own Personal Service Companies.

After taking a detailed brief from our client and spending time getting to know each individual member of their sales team, discussing personal circumstances and assessing the reality of the contractual performance between all parties, we established that an Associate Model best suited their particular set of needs and how best to keep them compliant with the new IR35 legislation. We created a Master Services Agreement and Statement of Work contract, based on outputs, taking ownership and responsibility for a set of key deliverables for specific pieces of work

We were able to put together a bespoke solution to outsource this operation to our team, giving our client the flexibility to scale up their workforce as their needs demanded whilst enabling them to continue offering cutting edge solutions to their clients. As a business with both legal and compliance experts already in place we were also able to provide our client and members of their sales team with peace of mind, ensuring that they are consistently offered the advice and guidance that is relevant and best suited to their needs, allowing our client to unburden themselves of the management and administration of this complex piece of legislation.



The benefits.

We engage with our clients as equals, not just service providers. We listen to them and adapt our approach to suit them. We put solutions in place that work. But, most importantly, we become a trusted partner and an extension of their business.

We are taking affirmative action to ensure that clients have IR35 on their radar and to provide information and guidance to contractors and clients as part of our extensive service offering here at Church International.



If you are a client looking at the implication of IR35 on your organisation and the impact on your contingent workforce or if you are a contractor who wants to gain more insight into the implications of IR35 on your continued contract career, please register your interest in receiving our IR35 updates or taking part in our regular briefings, by calling Brian Fitzgerald on **01622 620 719** or emailing him at brian@church-int.com.