

# Talent Consulting

## Big Four Professional Services Firm

### THE CLIENT

Our client is one of the largest professional services firm in the world, employing over 200,000 people, providing a range of services through their global network.

### THE CHALLENGE

Following the recruitment of a Lead Partner to manage one of their technology practices they had an immediate requirement to recruit a significant number of experienced consultants, from Manager to Partner level, with expertise in digital solutions.

Volume recruitment within a small talent pool is always challenging and within this skill area there is a high demand for individuals with proven consulting experience. In addition, while our client has an excellent brand they were not as prominent in this market as the organisations we were researching in to.

### THE SOLUTION

New Street's Talent Consulting Practice provided a research led solution to create a stream of talent that would be able to fulfil existing and future requirements.

Our in-house research function used a blend of phone and on-line research methods to identify talent across a target list of six globally-recognised consulting firms with established practices in a niche digital market.

Working closely with our client's internal recruitment function, New Street prioritised individuals of interest and approached

those people to assess them further against the organisations requirements and to generate interest in the opportunities our client had to offer.

### THE RESULT

New Street generated significant candidate interest, identifying 249 individuals, engaging 96 with 57 interested in opportunities within our client. This supported our client's existing requirements and also sparked engagement with other individuals for future opportunities.

The incoming talent has enabled our client to grow its client base within this niche market. In addition to generating candidates, New Street were able - through the research conducted - to provide valuable intelligence on the specific talent landscape.

This included the perception of our client's employer brand, benchmarking and trends within the market. All such intelligence was documented and provided to our client to help inform future talent strategies in this area.



**Charles McIntosh,**  
Principal - Talent Consulting

Charles leads the Talent Consulting offering within New Street. He has over 15 years of experience within recruitment and talent, in particular within talent research and insight.

Throughout his career Charles has worked with a range of organisations, predominately within the FTSE 350 & Fortune 500, helping them in their goal to acquire and retain the best talent in the market whilst building their future talent strategies.

### Get in touch

✉ [cmcintosh@newstreet.co.uk](mailto:cmcintosh@newstreet.co.uk)  
☎ +44 (0)1423 813 684  
📠 +44 (0)7487 894 515

*New Street's Talent Consulting division provides real time intelligence to support our clients' talent strategies through a range of solutions underpinned by in-depth phone and web based research. Our offering is customised to the specific goals and needs of each client and allows complete flexibility around the resource capacity and capability required.*