



Parity[®]

DATA CASE STUDY

FILLING HIGH-LEVEL DATA ROLES WITH EASE



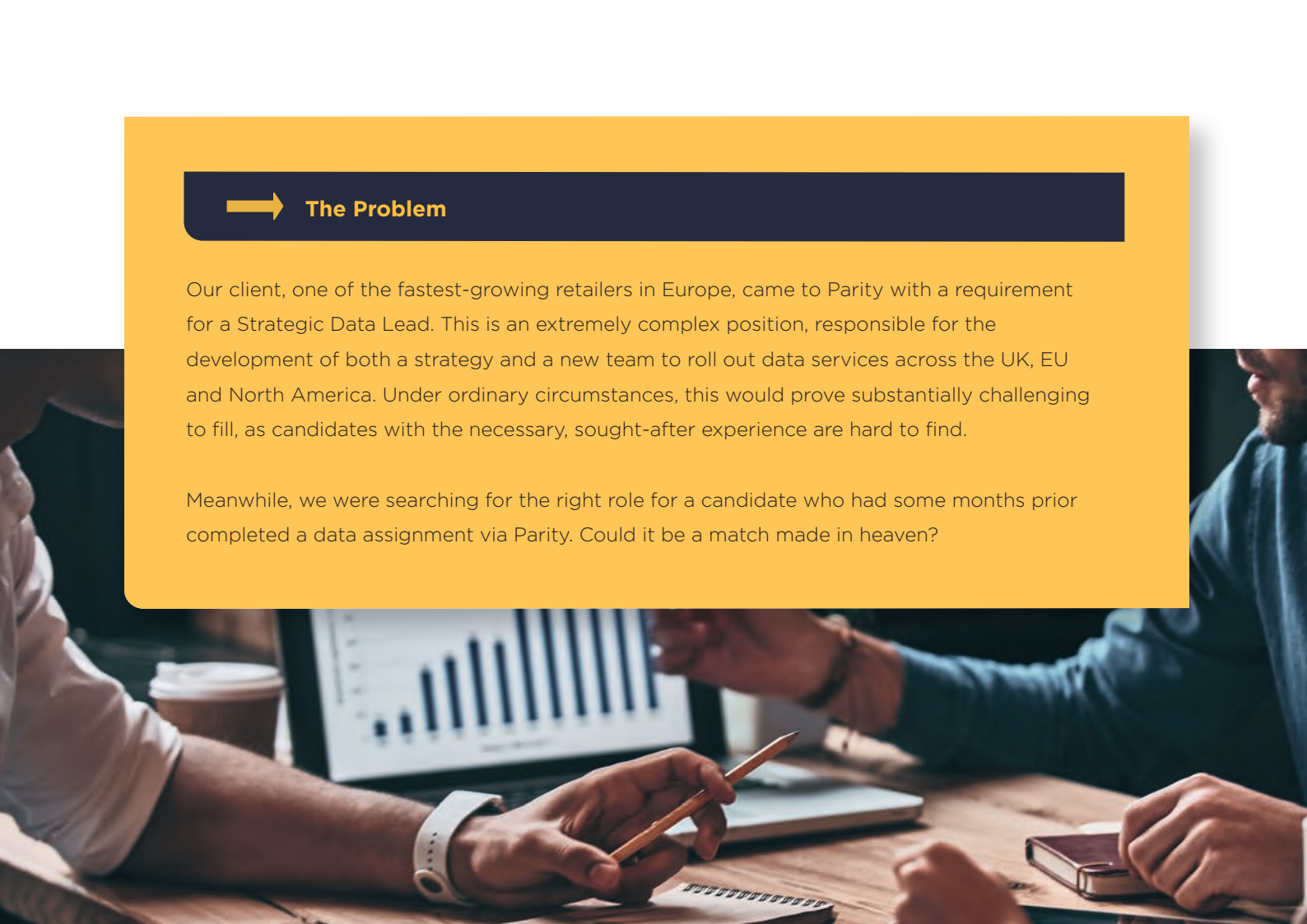
FILLING HIGH-LEVEL DATA ROLES WITH EASE

Maintaining strong relationships with top talent leads to faster time-to-hire and client satisfaction

- Retail client releases a highly specific senior data vacancy
- Parity straight away knows the ideal, highly experienced candidate
- Vacancy filled within two weeks
- Both client and candidate are extremely happy

Parity's unrivalled data expertise enables us to successfully supply talent for a vast breadth of public and private sector clients, with roles spanning entry to strategic, top executive level. The more niche the position, the more complicated the person specification, which means a significantly reduced applicant pool.

However, maintaining strong relationships with our candidates, particularly those with hard-to-find skills, means the Data Team can have someone in mind immediately when a particular vacancy comes along. That's exactly what happened recently, when we placed a well-respected candidate in a top data role.



→ The Problem

Our client, one of the fastest-growing retailers in Europe, came to Parity with a requirement for a Strategic Data Lead. This is an extremely complex position, responsible for the development of both a strategy and a new team to roll out data services across the UK, EU and North America. Under ordinary circumstances, this would prove substantially challenging to fill, as candidates with the necessary, sought-after experience are hard to find.

Meanwhile, we were searching for the right role for a candidate who had some months prior completed a data assignment via Parity. Could it be a match made in heaven?

→ The Perfect Candidate

First engaged with Parity two years ago, this uniquely-skilled candidate was placed as Interim Director of an integrated government data programme. Throughout the subsequent months, the Data Team and candidate remained in touch, discussing current vacancies, market trends and next roles. The relationship developed in such a way that once a potential new role came through, Parity would be able to contact the candidate straight away.

When the current project ended, the candidate - aware a position that suited their high level skills (and commensurate day rate) would be a significant challenge to find - was happy to wait for the right opportunity. Ten months later, the perfect vacancy arose.

Having nurtured a relationship with the candidate over two years, the Data Team knew immediately that this role was exactly what the candidate was looking for, absolutely certain, too, that they were what the client needed.



The Result

Shortly afterwards, our candidate was appointed Strategic Data Lead. The client was blown away by their broad data industry knowledge, a strength which far outweighed a lack of retail experience, which had initially been a stipulation.

What's more, it took just two weeks to fill the vacancy - a feat totally unheard of for such a high-level position.

The candidate's abilities will bring stability to our client's complex working environment, while the five-year assignment equally provides stability for our candidate; together, there's no question they will achieve great things. This positive result will further enhance the already strong relationship between Parity, the candidate and client.

For decades, we have helped businesses across the UK find data talent by using our specific expertise and leveraging our relationships to match candidates with roles which expertly suit their experience. We pride ourselves on providing the best possible support during the hiring process to all parties.

Our solutions cover volume recruitment and individual vacancies; permanent, contract and interim. In some cases, we can allocate a dedicated account manager to remain on-site, as an extension to the client's own talent acquisition team. In others, we'll tap into our Virtual Bench, identifying candidates who are vetted and ready to go.

If you'd like to find out more or discuss your data resource needs, **please get in touch.**



Parity®

BETTER PEOPLE: BETTER DECISIONS

Unlock the true power
of the data within your business.