

# Parity<sup>®</sup>

A man with short dark hair and glasses, wearing a light blue shirt, a dark tie, and a green sweater, is standing in a server room. He is looking at a laptop he is holding. The background shows server racks with blue and purple lighting.

TRANSFORMATION CASE STUDY

**NICHE ROLE? NO PROBLEM!**



# NICHE ROLE? NO PROBLEM!

Even when no talent pool exists for a very specific vacancy, expert consultants can still deliver.

- Huge retailer required an Oracle Financials System Accountant
- Candidates are hard to find for this niche role
- Transformation Team listened and understood client's requirement
- Vacancy - plus a subsequent four more - was filled by Parity

The transformation market changes rapidly and is characterised by a high volume of candidates and contingent roles. Within this saturated market, it can prove challenging to find good quality applicants, causing headaches for talent acquisition teams. Parity's Transformation Team, experts in this field, identify and supply exceptional talent; candidates whose skills and experience help public and private sector organisations deliver a variety of complex projects.

## → The Client

A household name, multinational retailer, known for its fast fashion.

## → The Problem

The client wished to implement a new financial system; a process that necessitated skills which were not currently possessed in-house. They released to Parity a vacancy for an Oracle Financials System Accountant - an extremely niche role, where the person spec stipulated Oracle ERP Financials experience, plus a project management background. For such a specific position, sourcing suitable candidates would not be easy.



## The Solutions

An in-depth briefing call between the client and our Senior Transformation Consultant, ensured that the team fully grasped the retailer's requirements and understood precisely what they were looking for.

Oracle candidates - particularly Oracle Financials - are very hard to come by. Although there was not a pool of candidates to choose from, the Transformation Team put into action a combination of recruitment techniques which together attracted several high-calibre individuals. These techniques began with a very specifically-worded advert and encompassed resourcing via LinkedIn, Boolean searches on industry job boards and taking time to speak to applicants to promote the role and company.



## The Result

After reviewing and screening applications, the team forwarded a few CVs to the client, and following a series of interviews, one of the candidates was offered the role.

Since then, the client has requested the team work on four more Oracle Financials roles, and Parity successfully filled every one.

What's more, such a strong relationship has developed between the successful candidate and their consultant, they now regularly refer talent for similar roles - one resulted in a placement with the same retail client.

**Let us help you:** Parity's Transformation Team prides itself on its up-to-date industry knowledge, identifying key business trends and predicting which recruitment solutions clients would most benefit from.

If you would like us to help source transformation talent for your organisation - no matter how niche the roles - then **please get in touch.**



Parity

# BETTER PEOPLE: BETTER DECISIONS

Unlock the true power  
of the data within your business.