



Case Study:

How a global professional services firm transformed talent acquisition with data

How one of the world's biggest accountancy and professional services firms partnered with Acolyte to pioneer a data-driven approach to solving their most difficult recruitment challenges whilst reducing hiring costs



A vision for transforming talent

The Talent Leaders at one of the largest professional services firms had a vision of a recruitment underpinned with granular market intelligence – enabling a hiring strategy fit for the digital age. This new best-in-class approach would provide a clear edge over their competitors and transform their ability to acquire the very best talent.

To achieve their forward-thinking concept, they needed to ensure that their entire team had a deep understanding of their candidate markets – and this required extremely precise talent intelligence.

However, the existing options of talent analytics providers and external recruitment agencies were not fit for purpose. Any data they provided was generic and therefore unactionable. When external recruiters were unable to fill a vacancy – there was never any feedback on what were the barriers preventing a successful placement and how they could be addressed.

Therefore, they sought an all-encompassing talent solution that would enable their team to:

- Provide precise, actionable market intelligence for exactly the roles they were trying to fill
- Recognise and counter their competitors' talent strategies
- Identify diversity challenges in their hiring process and address them
- Benchmark their organisation for DE&I, salaries and more
- Understand why candidates say no to their vacancies
- Fill challenging roles
- Reduce their recruitment spend significantly

A close-up of a woman's face, partially obscured by a dark blue overlay. The overlay features various digital graphics: a circular gauge with a waveform and numbers (166, 82, 48) in the top left; a grid of dots with circles in the middle left; a line graph with a sine wave in the bottom left; and a network of dots with purple plus signs on the right side. A large blue L-shaped graphic is positioned near the top center.

**Conquering their
biggest talent
challenges with data**

Talent Shortages & Competitor Insight

The professional services firm recognised that they were struggling to find and hire qualified Auditor talent. Their experienced team identified that there appeared to be significant talent shortages but were unsure as to the scale of the problem and what would be the best strategy to solve it. They needed to know:

- How much talent is available?
- How are their competitors approaching this challenge?
- How does this vary by region across the UK?

Acolyte supported them by undertaking a competitor talent x-ray that scanned their auditor teams and their career histories.

This showed:

- Each of their top competitor's talent strategies for auditors
- What their competitor's primary sources of talent were
- Which countries they were most successful hiring from
- How each of these varied by region



Talent Shortages

Benefits

The greater understanding of the Audit talent landscape empowered their talent leaders to drive a radical new approach and gain buy in from senior partners.

Their proposed strategic shift involved hiring from an entirely new market and refining the candidate experience.

This new approach, combined with Acolyte's proprietary Digital Headhunting solution, helped their talent acquisition team hire for these auditor roles at scale at half the cost of using a recruitment agency.



“

Using Acolyte is one of those ‘sit up and take notice’ moments...they just continue to add value and their reporting & intelligence now underpins our hiring strategies

”

Senior Resourcing Partner



Diversity, Equity & Inclusivity

This professional services firm had recently established a cyber-security offering to help their clients protect their critical data. However, in a department of over 60 people, the cyber-security team was almost exclusively white, male, of similar age and primarily from a military service background.

It was recognised that the profile of the current team is unlikely to be representative of the wider talent market.

Acolyte helped them to:

- Identify achievable benchmarks from across the industry to measure D&I performance
- Map the cyber market to validate benchmarks and build specific targets
- Examine the D&I performance of their top competitors
- Analyse recruitment campaigns for each of the protected characteristics at every stage of the hiring process

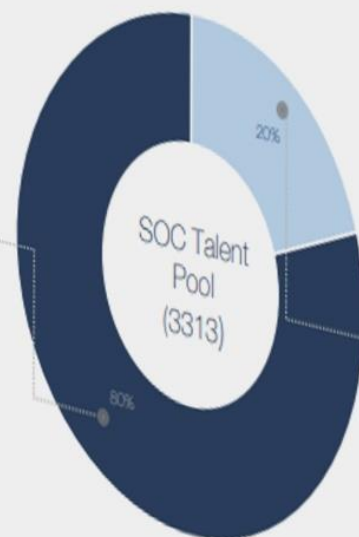
Benefits

- **42% of hires** in the cyber-security team are now female (Talent market only 17%)
- Insight provided critical in enabling the talent team to spearhead changes to cultural practices & educating hiring managers
- Talent Intelligence provided the business case for new DE&I initiatives

Diversity & Inclusivity

Acolyte: SOC Talent – D&I Talent Analysis

Top 20 Employers v/s Others



20%

*Top 20 employers employ 20% of the SOC talent

42%

of hires in the Cyber Security team are now female (Talent Market 17%)



Their technology focused approach has allowed us to gain valuable insight, which has directly led to shaping our strategy to find diverse candidates in very niche areas.

Recruiting Manager

Acolyte's sophisticated platform enables them to find niche candidates, no matter what skill set is required. Acolyte work in a very consultative manor providing important data & market intelligence.

Recruiting Manager



Hiring for Challenging roles

As part of our partnership – the professional services firm asked for support filling multiple challenging areas from assistant manager to director level including:

- Actuaries
- Audit & Assurance
- Cyber Security
- Developers
- Finance
- Insurance
- IT
- Operations
- Real Estate
- Restructuring
- Sales
- Tax

Many of these roles had already proved challenging. Hiring managers often asserted that these roles would be impossible to fill.

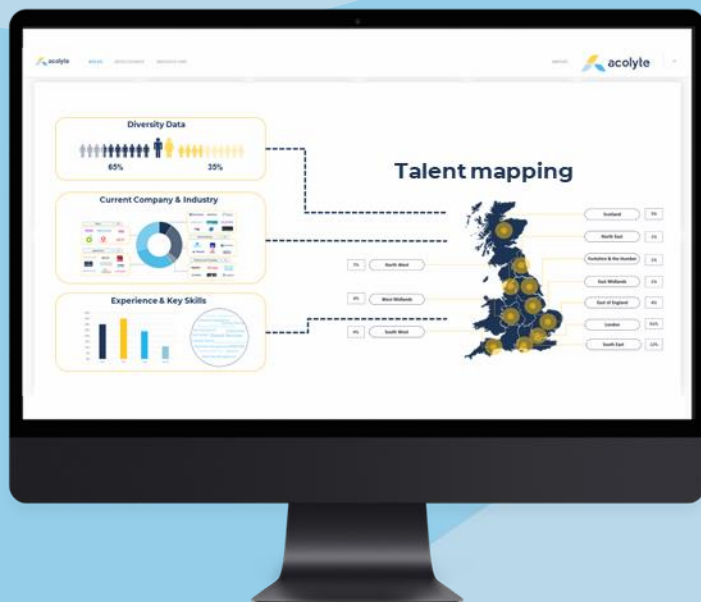
Acolyte engaged our digital headhunting solutions to find, engage and qualify every relevant candidate, from thousands of sources who met the required skills and experience.

Benefits

- **Successfully placed candidates** in roles that were “impossible to fill”
- Provided unique insights on salary benchmarking, DE&I and more
- **58% less expensive** by choosing Acolyte over traditional recruitment partners for these vacancies

58%

less expensive than using agencies to fill the same vacancies



“

Acolyte have helped us on the External Technology Auditor role – an area of the market that has traditionally been challenging and competitive. From the starting brief to making multiple hires and the valuable data provided, Acolyte have been very professional and attentive to our needs, reflecting our firms’ values in the work they have been doing. We have had feedback from the Hiring Managers, that this is the best and highest quality work a recruitment partner has done for us.

”

Resourcing Adviser



acolyte

Find out more

www.acolytegroup.co.uk

+44 (0)207 3576644