



How Reuben Sinclair helped Energy Exemplar

Energy Exemplar is a leading Energy Software vendor that helps organisations simulate real-world energy markets. A global business, their European operations are headquartered from London, UK.

The challenge:

Energy Exemplar's data and technology solutions team require very specific technical and industry knowledge to be able to perform their duties. This niche experience is not only scarce but also in high-demand across the global energy industry so competition within the limited talent pool is strong.

As a high-growth technology business, securing the right talent to meet company milestones in a highly competitive market, is the key challenge for the global leadership team.

The solution you presented:

Given the high level of current and future demand for securing specialised candidates, it was evident that a bespoke talent solution delivered by a specialist recruitment agency was required. Given our intimate knowledge of the UK and European technology market, Energy Exemplar selected Reuben Sinclair to be their sole talent partner to assist with the continued growth of the European office.

The solution:

- ✓ A dedicated Senior Client Director working in partnership with Energy Exemplar's global talent team (HQ'd out of Australia) as an extension of their operations, rather than as a contingent and ad-hoc service provider.
- ✓ Market mapping, talent-pooling and candidate pipelining delivered across all UK and European team functions to significantly decrease time-to-hire, access hidden talent streams and provide continuous competitor intelligence.
- ✓ Compensation and rewards benchmarking for UK and European geographies

Key stats



39

hires in 42 months



Average time-to-hire:

6 weeks



Interview to hire ratio:

3:1

Key elements

Talent mapping the UK and European energy industry for the specialist experience required across all Energy Exemplar teams. Continually updated through combining both human research and automation.

Daily comms channel with Talent Team in Australia HQ. Weekly client calls with Global Head of Talent to discuss recruitment process feedback, upcoming projects, ultra-niche hires etc.

Delivering competitor and Compensation Research across Europe to ensure Energy Exemplar remained at the forefront of competitive remuneration packages.

Summary

- ✓ 34 of 36 hiring requirements filled with 2 hiring requirements being filled internally through employee transfer
- ✓ 5 senior hires made through speculative introductions as a result of Talent Pooling and fostering candidate pipeline
- ✓ Improved time to hire and reduced length of hiring process

**Call 020 3826 1206 or email
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to find out how Reuben Sinclair can help you.**

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