

Case Studies



Charlotte Rigby

Associate Director, North

A pioneer at Oliver James, Charlotte Rigby has gone from strength-to-strength in her short time with the company.

Charlotte came to us in January 2016, trading a senior role at Robert Walters for a fresh start at Oliver James. "It was a big risk for me because I actually didn't have plans to move on, but the opportunity was just too good to turn down." With the full backing of the executive board, she set about creating the Senior Finance, Audit, Risk & Compliance North desk from scratch. "I knew it was the right step for me because I wanted a new challenge, and the directors were amazing. They've been really supportive from day one, ensuring I had everything I needed to build our presence in this market."

The foundation of Charlotte's journey is a degree in Psychology from Lancaster, alongside a wealth of boutique and global recruitment experience. Uniting her understanding of the mind with a keen appetite for sales, she has taken a unique path to the top, gaining a promotion to the leadership team in just 14 months. "As Associate Director, I focus on the strategic development of my division, adding to the six consultants I've already recruited, driving business development, and maintaining our reputation as the region's premier Senior Finance, Audit, Risk & Compliance recruitment specialists."

Though it's clear Charlotte is excelling at Oliver James, her journey to become a recruitment consultant wasn't so straightforward. "I enjoyed psychology at university, and had planned to enter into the profession, but learned that it just couldn't provide the lifestyle I wanted right away." Lack of high earning potential was a big drawback for Charlotte, so she researched alternative paths. "Googling the kind of things I found attractive in a career revealed an industry I hadn't considered: recruitment." From the meritocratic environment and opportunity to control your own development to the ability to climb up the ladder through sheer determination, it was everything she wanted from a vocation and more.

Setting up the FARC desk was the biggest challenge Charlotte had faced in her career to date. "In a good way though," she laughs. "It was really important to me that we pushed the boundaries in our field, which took a lot of hard work and careful hiring to achieve. Of course, it was well worth it, we've achieved so much in a short space of time, and earned numerous amazing rewards through our efforts."

When asked about those rewards, Charlotte comments "above all for me, the most gratifying aspect of OJ is the people. Our environment is without doubt one of the best I've ever been in; there's a phenomenal work ethic right across the sales floor, and a good balance between work-hard play-hard – qualities that aren't always found within the wider recruitment industry."

With such a positive atmosphere on offer, she isn't surprised Oliver James is growing at a rate of knots. "If you're focused on doing well and are very achievement-driven, there's no finer choice. If you're lazy and want an easy ride, this isn't the place for you. We are focused, vibrant and fun, with exceptionally high standards – and we like to maintain that in order to create the best possible working environment."

So, what does the future look like for Charlotte? "I just want to carry on climbing the ladder. The business is growing at such a rapid rate there is plenty of opportunity to strategically support the development of new revenue streams, as we continue to diversify our brand and offering. I'm really excited about my future at OJ."