



Bray & Bray

Solicitors

Bray & Bray Solicitors, is an independent firm of solicitors with four offices; two in Leicester, one in Market Harborough and one in Hinckley. They support both businesses and individuals with a broad range of legal services; employment law, insolvency, family law, conveyancing, commercial property, regulatory crime, personal injury, wills, trust, probate, and litigation.

Although they are based in the East Midlands, they work with clients much further afield. Their business mantra is to 'provide accessible and expert legal advice and assistance at a reasonable price'.

They employ over 90 people, with partners, solicitors, legal executives, paralegals, trainee solicitors, account managers, marketing and administration roles making up their team.

www.braybray.co.uk

CASE STUDY

Bray & Bray Solicitors

Four offices across the East Midlands



INDUSTRY/SECTOR
Legal



POSITIONS RECRUITED
**Solicitors, Legal Executives,
Paralegals, Trainee Solicitors,
Account Managers,
Marketing, Administrators**



Vanilla[™]
UNIQUE RECRUITMENT



ANDREW HITCHON

Partner

Bray & Bray Solicitors

Hello, I'm Andrew, I've been a Partner at Bray & Bray Solicitors since 2016, having joined in 2014.

A Partner's role here involves identifying any new positions we need to create or backfill, discussing and creating job specifications, reviewing candidate's CV's, interviewing, and

ultimately employing the right people for our team.

Our team is the most important thing we have as a business. Being a service provider, we are only as good as our people and their expertise. So recruitment is hugely important to us which is why, as Partner's, we are so actively involved.

We began working with Vanilla Recruitment as our recruitment partner when they first opened in Market Harborough. **What we like about Vanilla, is that they are local to the areas we operate in. Our local business communities are quite 'close knit' and having a team who are part of that community really makes a difference to the results they get for us.**

A lot of our work with Vanilla is to fill temporary roles. These tend to be positions we need to fill quickly. Because the team at Vanilla know our business so well and they know the temps on their books so well, they are able to turn our requests around at a moment's notice.

We often want to repeat book particular temps, so we cut down on training time, and Vanilla are extremely good at juggling their bookings to accommodate this for us.

RECRUITMENT
PARTNERS
SINCE

2005

We have faced some tough recruitment challenges in recent years, so having a reliable recruitment partner has been key to our success in building and growing our business. As the market has recovered from the recession, the general consensus amongst law firms, is that those people who were staying put in their roles before, are now 'dipping their toes in the water' to see what other opportunities there are available to them. This sounds like it should be an ideal time for us to recruit, but



CV TO
INTERVIEW
RATE



CV'S CONSIDERED
RELEVANT FOR THE
ROLE BY CLIENT



AVERAGE
TIME FOR
TEMP HIRE



AVERAGE
DAYS FOR
PERM HIRE

what we've seen is an increase in counter offers, when people are offered more money to stay in their current job.

Vanilla do help with this situation as best they can by face to face interviewing all the candidate they put forward to us. **They get to understand people's motivations for changing jobs before they decide if they think they would be right to put forward to us.**

Our contacts at Vanilla always work with integrity and honesty, which we really appreciate. If we have a last minute booking, we need to be partnering with an agency who are going to communicate well with us and give us confidence in their ability. We always get this from Vanilla, we are able to trust them to get on with what they do best, because we know they are working hard to get us the results we need.

Because of the relationship we have built with Vanilla, they don't hassle us all the time. This is something that we have experienced with other recruiters, they are always pushing for the next role. But Vanilla leave us alone, knowing that we will be in touch with them when we need recruitment support. And when you are busy with your day job, you don't want 'sales' calls all the time.

I would whole heartedly recommend Vanilla Recruitment to other businesses looking for a recruitment partner. They are loyal, trustworthy, honest, the service is good, they are pleasant to deal with and they are reasonably priced. We look forward to many more years working together.

Vanilla says...

"Bray & Bray Solicitors are great to work with. They recognise the advantage of partnering with a local business and appreciate the level of customer service we aim to provide at Vanilla. They engage us in the recruitment process early on, communicate well throughout the process which makes all the difference, especially in a candidate driven market."



Louise Hobbs
CEO

"We were impressed with the individuals we met and found it easy to fill the positions we had as the candidates provided by Vanilla exceeded our expectations.

We cannot thank the team at Vanilla enough, their professionalism and attention to detail, as well as their desire to ensure they found the right fit for our business, means that we have gained vital know-how and experience and can grow our business at the pace we wish.

We have no hesitation in recommending Vanilla and look forward to working with them again in the future as our team continues to grow."



Simon Lisser
Finance Director

"I was very satisfied with the results from Vanilla. Our consultant was a friendly face and she took time to understand the needs of me as an individual and the company when she was considering the candidates to put forward.

She didn't waste my time in putting people forward to 'pad out' her results with the result that all of her suggested candidates fitted the specified criteria, and needless to say one of them was successful.

I am extremely happy with the level of service provided by Vanilla and wouldn't hesitate to recommend Vanilla's services."

We're an independent recruitment agency, working to match people and businesses across Leicestershire, Northamptonshire and the East Midlands. We work with permanent and temporary, full and part time jobs.

We have 8 specialist areas:

**Office • Sales • Marketing • Legal • Engineering
HR • Accountancy & Finance • Executive Search**

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Company Registered in England No.05753665



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