



EXCELLENCE
IN ENERGY
ASSESSMENT

Elmhurst Energy Systems, was established in 1993 and operates in England, Wales, Scotland and Northern Ireland. The company has grown to become the most recognised independent organisation in the energy rating industry for their professionalism and ability to drive high standards through software development, delivery of training and outstanding certification scheme.

Based in Lutterworth, Leicestershire. They employ over 70 full and part time permanent people and contractors.

www.elmhurstenergy.co.uk

CASE STUDY

Elmhurst Energy Systems Ltd
Lutterworth, Leicestershire



INDUSTRY/SECTOR
**Energy Assessment Training,
Software and Accreditation**



POSITIONS RECRUITED
**Finance Director, Receptionist,
Administrator, HR,
Management Accountant,
Marketing Executive,
Digital Marketing**

The Vanilla Unique Recruitment logo is positioned in the bottom right corner of the page, overlaid on a background image of green leaves. The logo features the word "Vanilla" in a large, white, sans-serif font, with "UNIQUE RECRUITMENT" in a smaller, all-caps font below it.

Vanilla
UNIQUE RECRUITMENT



RUTH BOWERS

Human Resources Manager
Elmhurst Energy Systems

I'm Ruth, I'm the HR Manager at Elmhurst. I have been using Vanilla, for many years, since not long after I moved into my HR role at Elmhurst. I manage and oversee all our recruitment and have helped grow our team considerably.

During my first few months with the company the local recruitment agency I had been working with went into administration. I had two positions that I needed filling and got in contact with Vanilla to see if they could help.

Vanilla provided me with a very good service. They invested their time and put a lot of effort into getting to know me, the company, our culture and values, our ambitions and plans, as well as the roles themselves. They then matched us with some great candidates.

My first experience of dealing with them ticked everything off on my wish list. It was a good outcome and the two individuals we recruited from that process are still our valued employees today.

Over the years, Vanilla has found us very good people who have been absolutely right for Elmhurst. Being a service based company in which every employee has an external customer interface; we need great people doing a great job to enable us to provide the best possible outcomes for our clients.

Our people are what make Elmhurst Energy successful.

This in itself makes our recruitment a really big deal; we need to always get it right.

RECRUITMENT
PARTNERS
SINCE



Vanilla do not inundate us with candidate profiles that match 25% or 50% of what we are looking for. They prefer to give us a few, that are between 75% and 100%, which sometimes makes it very difficult for us to choose, it's a good challenge to be faced with though!

The team at Vanilla make our recruitment process appear seamless. They are flexible, professional and work with integrity. It's so important to us, as it mirrors our values too.



CV TO
INTERVIEW
RATE



CV'S CONSIDERED
RELEVANT FOR THE
ROLE BY CLIENT



AVERAGE
TIME FOR
TEMP HIRE



AVERAGE
DAYS FOR
PERM HIRE

There were certain things I was looking for from a recruitment partner, having worked with lots of agencies in the past:

- **An established recruitment company who could demonstrate a professional approach**
- **People who were willing to invest their time in our business – really get to know and understand us, our culture and values, not just the role they would be recruiting for**
- **A team who weren't just about turning the numbers and sending over irrelevant CV's**
- **A company willing to listen to feedback as well as provide it**
- **Contacts who I actually wanted to do business with**

I'd sum up Vanilla using 3 'Ps': Personal, Professional and 'Pull the right candidates out of the bag'! Sorry, that is more than three words!

Vanilla says...

"Elmhurst, are great to work with. As soon as they decide to recruit they engage us in the process very early on. In a candidate driven market we all have to move quickly to secure the right person, and Elmhurst do this. It's great working with a company who are great employers. Everyone we've placed there have been very happy."



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**

Contact

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