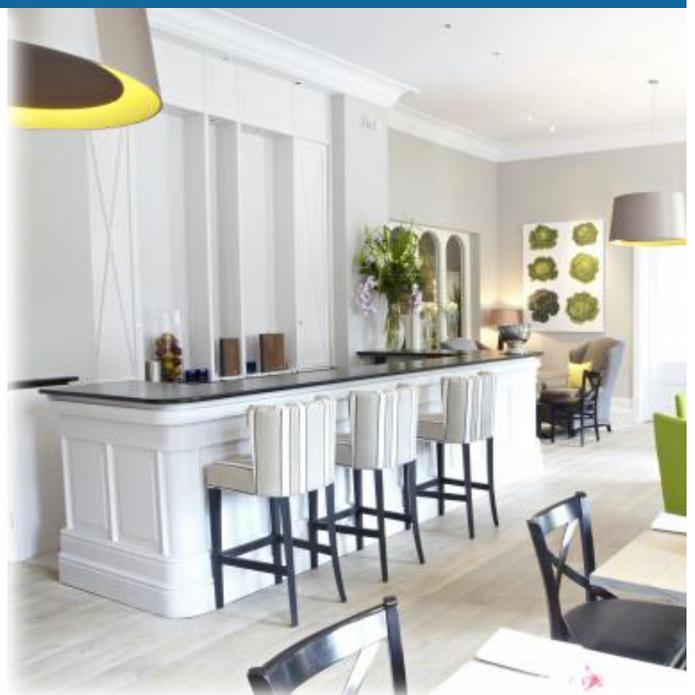


Project Manager

Executive  
HEADHUNTERS  
Delivering exceptional talent.



case study - audley

## THE BUSINESS – AUDLEY RETIREMENT VILLAGES

In 1991, Chief Executive of Beaumont care homes, Nick Sanderson, founded Audley retirement villages to develop his concept of private luxury retirement homes with care services in partnership with the care sector.

Audley are now operating from seven villages and are under construction on three further sites and the company will continue to grow substantially over the next five to ten years. At the heart of their business lies a commitment to achieving exceptional standards in design and delivery.



### OUR CHALLENGE

In line with their expansion, Audley needed a new client Project Manager to be responsible for managing the construction, fit-out and budgetary control of a number of projects.

They would also have to co-ordinate and manage the work of the professional design team and be expected to make a contribution to value engineering the design without compromising the overall quality of the finished product.

Audley required a well-rounded strong communicator who could fit in to a business critical team consisting of their Internal Development team, Land Director, Planning & Architectural advisor and two fellow existing Project Managers.

### OUR CANDIDATE

Ultimately, Audley asked us to find somebody with experience in being responsible for the timely delivery of new projects from site evaluation through to project completion.

This responsibility in itself encompassed a number of duties such as liaising with local authorities with planning issues, monitoring and managing fees and appraisals, producing regular progress reports and negotiation

of contracts with the Development Director.

So an individual with an expansive skillset was necessary.

### OUR SOLUTION

In their role at the time, the successful candidate was involved in the whole process of the development from inception to completion, making sure that a culture of high quality was driven for at all times and it was defect free.

They had extensive experience of working on homes and facilities for the retirement market in both their current and previous position.

This individual also came with the additional benefit of having previously worked in the construction industry so was able to use that experience and knowledge to drive costs down and provide input to the design team on areas that might not work from the build perspective.

### KNOWING OUR CLIENTS

For a client that has won awards for its quality, we had to deliver somebody who could uphold their very high standards and who cared as much about the service Audley strives to provide as its owners do.



Although caring and considerate, they're tenacious when it comes to commercial drive and our candidate fits this mould perfectly as well.

#### IDENTIFYING OUR CANDIDATES

With this headhunt we used our successful experiences in the care home and construction industries to source the best candidate for Audley's Project Manager role.

Although we are able to match candidates from any sector, in this instance it was imperative they had specific, industry related credentials.

#### SIMPLY BRINGING THE RIGHT PEOPLE TOGETHER

In a nutshell, this is what we do. We identified a number of suitable candidates who fit both the role and the requirements of organisation as a whole.

It was very rewarding for both the client and ourselves, that they found their ideal candidate within our shortlist and the headhunt was a success.

The top talent in any industry is likely to be employed, and more often than not, by your competitors.

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# Who are Executive Headhunters?

Unlike most recruiters, Executive Headhunters is a whole-of-market headhunting agency. In layman's terms, this means candidate searches are not pigeon-holed to particular industries and we are not limited to the confines of traditional talent pools. We believe that the most desirable traits for a role are not always industry specific and through identifying and attracting senior level candidates around the world, we specialise in one area only: high achievement.

As our clients are happy to testify, challenging placements can be the most rewarding - and we'd like you to enjoy that same sense of immense satisfaction with our services. We believe that our key values of 24/7 transparency, confidentiality and discretion in every project sets our service apart from other headhunters and traditional recruitment agencies.

Sometimes our clients prefer specialist headhunting approach which is why we also have teams of industry experts who serve individual sectors such as retail, finance, construction, gaming and more...

## What does this case study show?

In this case study, you'll find out how we helped one of our clients find the elusive perfect candidate:

- Identifying the skill sets needed
- Researching potential candidates
- Targeting the right individuals
- Presenting a small number of people ideally suited to the role

## Contact Us

Find out more about the services we offer. Discover how, specialising only in high achievement, your dedicated Account Manager at Executive Headhunters will work diligently to:

- Reduce stress, release resources and recruit the right people for your business.
- Identify high achievers and attract senior personnel across all sectors.
- Find exceptional candidates who elude traditional recruitment processes because they are not actively seeking a new role.

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