



Appointing a Systems Development Programme Manager for Argyll & Bute Council

CASE STUDY

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Our Delivery Team



Fraser Young

Senior Business Director

📞 07465 274603
✉️ fraser.young@morganhunt.com

Specialisms:

- Data Analysts, Engineers, Scientists & BI Developers
- SQL, Data Warehousing, ETL, Modelling & Architecture
- HR, Workforce & HESA/Higher Education Data specialists
- AI, ML, GenAI, LLMs, MLOps & AI Product professionals
- Heads of Data, Analytics Leaders & CDOs



Neil McQuillan

Senior Business Manager

📞 07488 885309
✉️ neil.mcquillan@morganhunt.com

Specialisms:

- Microsoft Dynamics 365 CRM professionals
- Blackbaud Raiser's Edge specialists (Charity sector)
- SharePoint, M365 & Modern Workplace experts
- Power Platform, Copilot & Automation consultants
- Solution Architects & Digital Transformation leads



Fraser Lang

Business Manager

📞 07443 024319
✉️ fraser.lang@morganhunt.com

Specialisms:

- Workday, Oracle, Unit4 & iTrent specialists
- Finance, HR, Payroll & Procure-to-Pay professionals
- SITS & Higher Education student systems experts
- ERP Project Managers, BAs, Consultants & Solution Architects
- ERP Transformations, Migrations, Upgrades & Integrations



Steven Hughes

Senior Consultant

📞 02074 198961
✉️ steven.hughes@morganhunt.com

Specialisms:

- Salesforce Admins, Developers, Consultants & Architects
- .NET, Java, Python & Full Stack Developers
- DevOps, Platform, Integration & API Engineers
- Technical, Solution & Enterprise Architects
- QA, Test Automation & Software Delivery specialists



Leigh Dickson

Business Manager

📞 07488 885216
✉️ leigh.dickson@morganhunt.com

Specialisms:

- Business Analysts across Digital, IT, Data & Change
- Project & Programme Managers delivering transformation
- PMO Analysts, Managers & Project Planners
- Scrum Masters, Agile Coaches & Delivery Managers
- System Integration, Migration & Target Operating Model programmes
- Product Owners, Service Owners & Transformation Leads



Matthew Reilly

Associate Consultant

📞 07488 885325
✉️ matthew.reilly@morganhunt.com

Specialisms:

- 1st-3rd Line Support, Service Desk & EUC specialists
- Infrastructure, Network & Azure Cloud Engineers
- Cyber Security Analysts, Engineers & Architects
- ServiceNow, M365, Intune & Entra ID experts
- IT Managers, Heads of IT & Operations Leaders

Background

Morgan Hunt was engaged by Argyll & Bute Council to recruit a Systems Development Programme Manager on an initial 6-month contract to support the development and enhancement of the Council's iTrent HR and Payroll system.

The role sat within a wider systems transformation programme and required a specialist contractor with programme management expertise, HR systems knowledge, and hands-on experience of the iTrent platform to support the delivery of key HR technology initiatives.



***"Supporting
sustainable
local economic
growth"***



Challenges

The assignment was released to multiple agencies, creating a competitive recruitment process where speed and specialist market knowledge were critical to success.

Key challenges included:

- Limited market of experienced iTrent programme and project professionals
- Requirement for both programme delivery capability and detailed HR systems expertise
- Competition from other local authorities delivering similar HR transformation programmes
- Tight timescales requiring an immediate start and minimal onboarding period
- Difficulty sourcing candidates with genuine, hands-on iTrent experience



Actions

To deliver a successful outcome, we implemented a targeted search strategy focused on specialist ERP and HR systems professionals.

Our approach included: →



1.

Leveraged Morgan Hunt's established iTrent and ERP contractor network

2.

Conducted targeted headhunting across the public sector systems and transformation market

3.

Undertook detailed candidate screening to assess technical and programme delivery capability

4.

Worked closely with the Council to ensure alignment on requirements and delivery timescales

5.

Managed candidates throughout the interview and offer process to maintain engagement

6.

Submitted a highly targeted shortlist of three candidates, all meeting the core requirements

Results

Morgan Hunt successfully delivered a highly targeted shortlist, resulting in a perfect interview conversion and a successful appointment for Argyll & Bute Council.



Submitted 3 highly relevant candidates, all of whom were invited to interview

Achieved a 100% interview-to-submission ratio, demonstrating strong market alignment

Successfully appointed a Systems Development Programme Manager within a specialist iTrent market

Strengthened the ongoing relationship with Argyll & Bute Council, leading to further placements

Delivered additional iTrent consultants following the success of the initial assignment

