

# Case Study

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### BIMM University

10/25

<b>Title</b>	<b>Securing a Specialist Hire for BIMM University</b>
<b>Background</b>	<p>BIMM University is a specialist creative arts university based in Brighton, focused on music and creative industry education. As a smaller, specialist institution, maintaining robust professional services and technical infrastructure is critical to supporting student experience and operational effectiveness.</p> <p>Prior to Morgan Hunt’s involvement, the university had attempted to recruit directly via advertising. This approach did not generate suitably qualified applicants, resulting in a six-week vacancy within a key Student Records function.</p> <p>The assignment was initially available through an existing Preferred Supplier List (PSL). Through negotiation and relationship management, exclusivity was secured for Morgan Hunt.</p> <p>The role carried a salary of £55,000, with a 15.5% agreed fee. The project covered one senior specialist hire.</p>
<b>Challenges</b>	<p>BIMM University required a Senior Specialist in Student Record Systems to review, develop and optimise their Student Records System (SRS) configuration.</p> <p>The primary challenge was the requirement for experience in <b>Unit-e</b>, a niche SRS platform used by a limited number of institutions. The majority of Higher Education professionals in this field typically have experience with Tribal or Ellucian systems, significantly restricting the available talent pool.</p> <p>Key challenges included:</p> <ul style="list-style-type: none"> <li>• A highly specialist Unit-e configuration and development requirement</li> <li>• Limited active candidate market</li> <li>• Need for sector-specific understanding of student data governance and compliance</li> <li>• A six-week vacancy prior to Morgan Hunt’s involvement</li> <li>•</li> </ul> <p>While there was no immediate regulatory deadline, the prolonged vacancy posed risk to system development, optimisation and operational continuity.</p>
<b>Actions</b>	<p>Following exclusivity being agreed, a targeted search strategy was implemented focused specifically on Unit-e specialists.</p> <p><b>Strategy &amp; Market Insight</b></p> <ul style="list-style-type: none"> <li>• Set clear expectations with the client regarding market scarcity</li> <li>• Advised that the strongest talent pool would likely originate from the Further Education sector, where Unit-e is more widely used</li> <li>• Refined the brief to prioritise development and configuration expertise</li> </ul>

	<p><b>Sourcing &amp; Attraction</b></p> <ul style="list-style-type: none"> <li>• Leveraged an established network of Student Records and MIS professionals</li> <li>• Conducted proactive LinkedIn headhunting and targeted market mapping</li> <li>• Approached a high volume of candidates within a restricted niche market</li> </ul> <p>Despite the rarity of Unit-e experience, <b>5 qualified candidates were submitted.</b></p> <p><b>Screening &amp; Process Management</b></p> <ul style="list-style-type: none"> <li>• Conducted competency-based screening focusing on: <ul style="list-style-type: none"> <li>○ Unit-e configuration and development capability</li> <li>○ SRS optimisation experience</li> <li>○ Student data governance knowledge</li> </ul> </li> <li>• Ensured salary alignment and suitability prior to submission</li> </ul> <p><b>3 candidates progressed to interview.</b></p> <p>Assignment timeline:</p> <ul style="list-style-type: none"> <li>• Search commenced: 7th August</li> <li>• Offer secured: 15th September</li> <li>• Candidate start date: 1st October</li> </ul> <p>Informal discussions were arranged within 2 days of CV submission, accelerating decision-making compared to the client's previous advert-led process.</p>
<p><b>Results</b></p>	<ul style="list-style-type: none"> <li>• 1 senior specialist role successfully filled</li> <li>• Candidate accepted first offer</li> <li>• 5 candidates submitted</li> <li>• 3 candidates interviewed</li> <li>• Vacancy resolved within approximately 5–6 weeks of exclusivity</li> </ul> <p>The hiring manager expressed strong enthusiasm for the successful candidate from the initial discussion stage, demonstrating quality alignment early in the process.</p> <p>The appointment ensured:</p> <ul style="list-style-type: none"> <li>• Continuity and development of the university's Student Records System</li> <li>• Mitigation of risk associated with prolonged vacancy</li> <li>• Strengthened SRS capability through niche Unit-e expertise</li> </ul> <p>The assignment demonstrates Morgan Hunt's ability to secure exclusivity, access highly niche technical skillsets, and deliver specialist hires within constrained talent markets.</p>