

BIMM
UNIVERSITY

A university
for the creative
industries

BIMM University Recruitment Support

CASE STUDY

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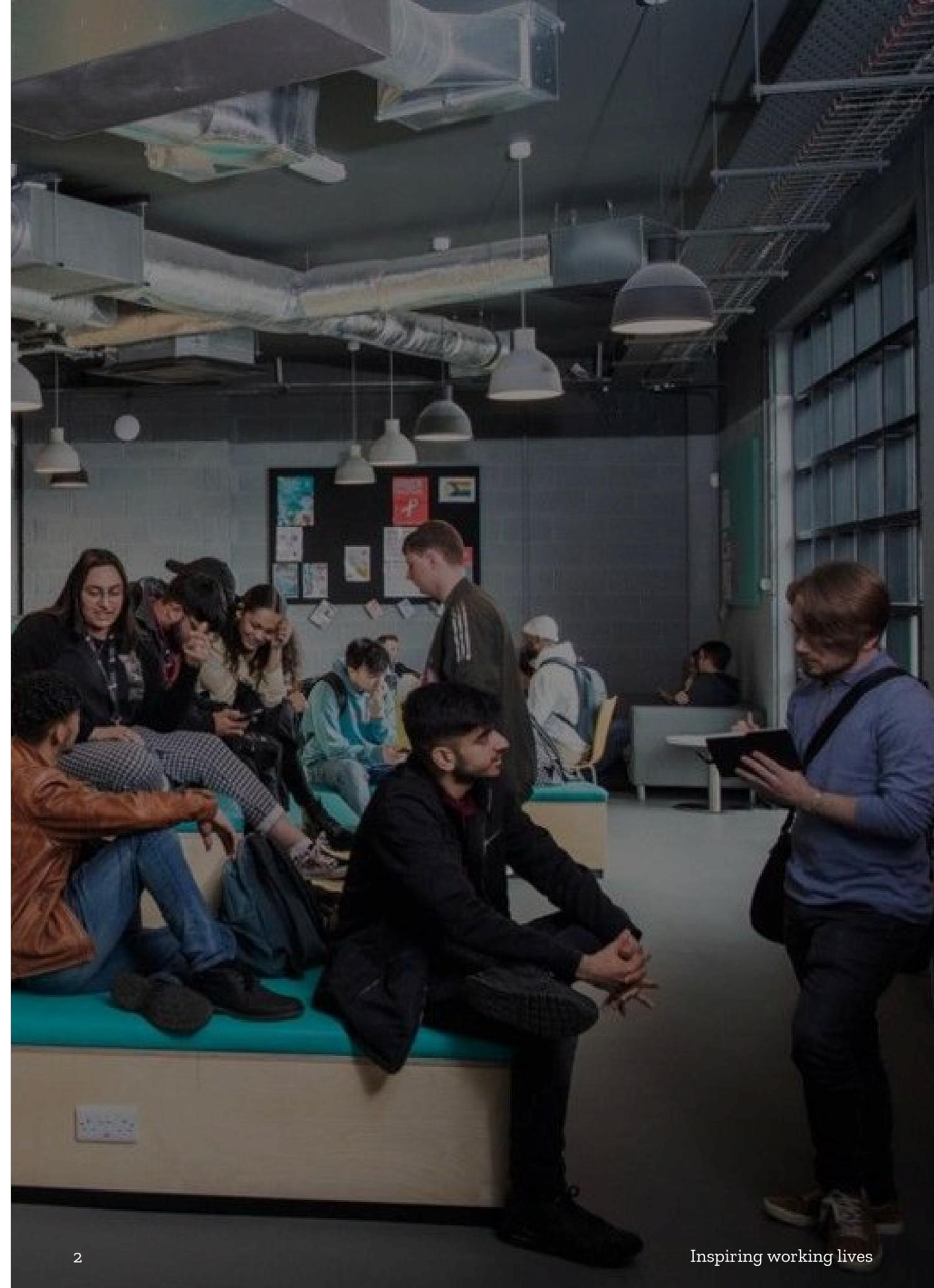
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Background

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.

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.

The assignment was initially available through an existing Preferred Supplier List (PSL). Through negotiation and relationship management, exclusivity was secured for Morgan Hunt.

The role carried a salary of £55,000, with a 15.5% agreed fee. The project covered one senior specialist hire.



BIMM University is home to over 9,000 students from 60 different countries. We are proud of our diverse community of staff and students, where collaboration and networking are at the heart of our ethos.



Challenges

BIMM University required a Senior Specialist in Student Record Systems to review, develop and optimise their Student Records System (SRS) configuration.

The primary challenge was the requirement for experience in Unit-e, 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.

Key challenges included:

- A highly specialist Unit-e configuration and development requirement
- Limited active candidate market
- Need for sector-specific understanding of student data governance and compliance
- A six-week vacancy prior to Morgan Hunt's involvement

While there was no immediate regulatory deadline, the prolonged vacancy posed risk to system development, optimisation and operational continuity.



Actions

Following exclusivity being agreed, a targeted search strategy was implemented focused specifically on Unit-e specialists.

Our approach included:

Assignment timeline:

- Search commenced: 7th August
- Offer secured: 15th September
- Candidate start date: 1st October

Informal discussions were arranged within 2 days of CV submission, accelerating decision-making compared to the client's previous advert-led process.



1.

Strategy & Market Insight

- Set clear expectations with the client regarding market scarcity
- Advised that the strongest talent pool would likely originate from the Further Education sector, where Unit-e is more widely used
- Refined the brief to prioritise development and configuration expertise

2.

Sourcing & Attraction

- Leveraged an established network of Student Records and MIS professionals
- Conducted proactive LinkedIn headhunting and targeted market mapping
- Approached a high volume of candidates within a restricted niche market

3.

Screening & Process Management

- Conducted competency-based screening focusing on:
- Unit-e configuration and development capability
- SRS optimisation experience
- Student data governance knowledge
- Ensured salary alignment and suitability prior to submission

Results

The hiring manager expressed strong enthusiasm for the successful candidate from the initial discussion stage, demonstrating quality alignment early in the process.



S1 senior specialist
role successfully filled

Candidate accepted
first offer

5 candidates
submitted

3 candidates
interviewed

Vacancy resolved within
approximately 5–6 weeks
of exclusivity

The appointment ensured:

- Continuity and development of the university's Student Records System
- Mitigation of risk associated with prolonged vacancy
- Strengthened SRS capability through niche Unit-e expertise

The assignment demonstrates Morgan Hunt's ability to secure exclusivity, access highly niche technical skillsets, and deliver specialist hires within constrained talent markets.

