



Appointing a SQL Database Administrator for NHS Highland

CASE STUDY

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Our Delivery Team



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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



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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



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Specialisms:

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- Finance, HR, Payroll & Procure-to-Pay professionals
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- ERP Project Managers, BAs, Consultants & Solution Architects
- ERP Transformations, Migrations, Upgrades & Integrations



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Specialisms:

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



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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



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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

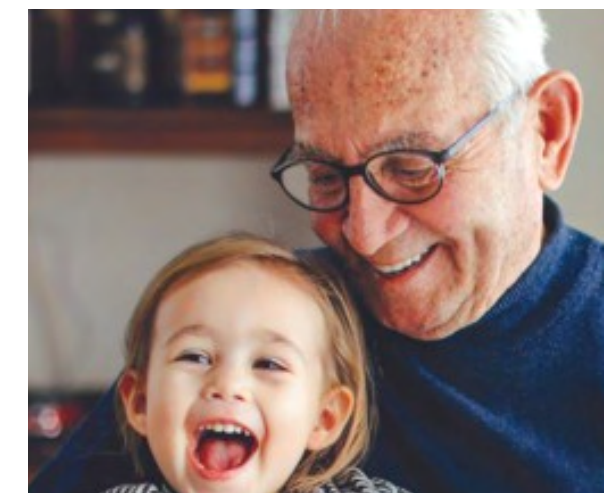
Background

NHS Highland required an experienced SQL Database Administrator to support its database infrastructure and ensure the continued performance, stability, and reliability of key systems. Due to the specialist nature of the role and its importance to operational service delivery, they needed a candidate who could quickly integrate and deliver immediate impact.

The organisation approached Morgan Hunt after previous challenges with contract recruitment and required a trusted partner capable of delivering a high-quality solution within a difficult market.



"Our greatest asset is our workforce, and the way we go about our work comes from the values and behaviours we demonstrate on a daily basis"



Challenges

The assignment required a highly targeted approach due to a combination of technical, geographic, and market-related factors.

Key challenges included:

- Previous negative experience with a contractor had reduced confidence in agency recruitment and interim staff
- Although there was a long-term requirement for the role, the client was only willing to advertise an initial three-month contract due to concerns stemming from previous experiences. This created uncertainty for prospective candidates despite the likelihood of future extensions.
- Remote location significantly limited the available pool of suitably qualified candidates
- Highly specialised SQL Database Administration skill set, with many professionals moving into broader cloud and data engineering roles
- Low candidate confidence due to short-term nature of the assignment and perceived job security



Actions

We delivered a structured and consultative recruitment campaign combining targeted sourcing, rapid delivery, and close stakeholder engagement.

Our approach included: →

1.

Conducted a detailed briefing with stakeholders to confirm technical requirements, expectations, and team fit

2.

Provided market insight on candidate availability, skill trends, and salary expectations

3.

Launched a targeted advertising campaign across specialist job boards and professional networks on receipt of the brief

4.

Leveraged Morgan Hunt's database and headhunting capability to engage over 30 relevant SQL professionals

5.

Delivered a shortlist of suitable candidates within 48 hours to enable rapid progression

6.

Coordinated a streamlined interview process to support quick decision-making and positive candidate experience



Results

Morgan Hunt successfully delivered a high-quality SQL Database Administrator who met both the technical and cultural requirements of NHS Highland.



Successfully appointed an experienced SQL Database Administrator with the required technical and cultural fit

Enabled a fast and efficient recruitment process, with interview and offer progression delivered without delay

Ensured full compliance and onboarding were completed rapidly, allowing the candidate to start as soon as approvals were in place

Rebuilt confidence in contract recruitment through consistent delivery and clear market insight

Extended initial short-term contract multiple times, with the candidate ultimately transitioning into a permanent role

