



THE UNIVERSITY
of EDINBURGH

University of Edinburgh Recruitment Support

CASE STUDY

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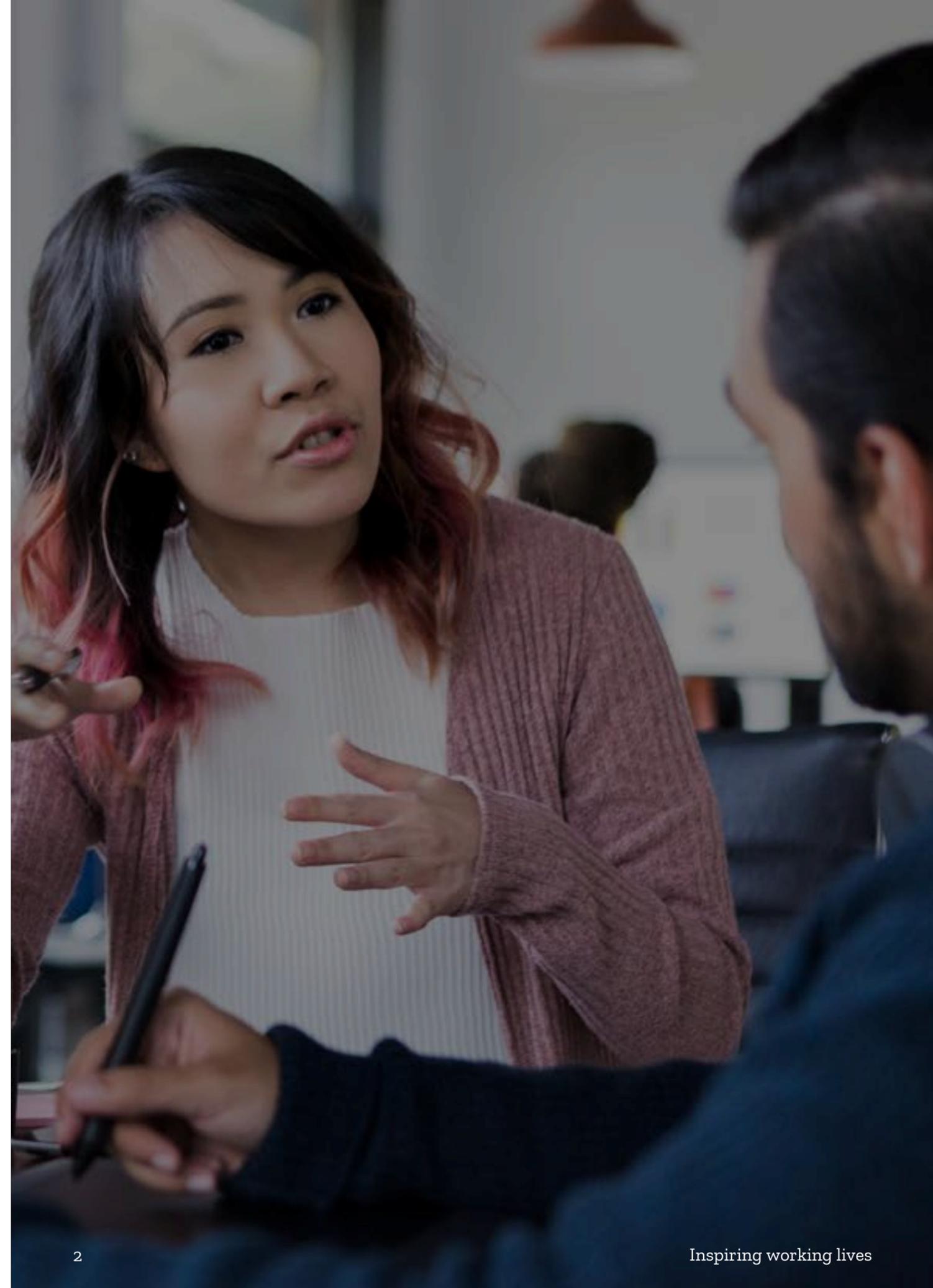
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Background

Morgan Hunt were, asked to support the University's ERP Programme with multiple staff on a contract basis, due to not being able to source people through their existing suppliers.

This was done through the SUPC and CCS Frameworks. The roles included, Programme Manager, Project Manager, PMO Coordinator, Business Analyst, Change Manager, Change Analyst, Trainer and Internal Communications Officer.

Circa £400,000 was invoiced in a 3-year period over 30 roles, with a mix of Day Rate Contract and Fixed-term contract.



"Our vision to deliver excellence in 2030 is rooted in our values, with a focus on four key areas: people, research, teaching and learning, and social and civic responsibility. In learning about our bold strategy for the future, I hope you will be inspired to join our efforts and help us to bring these plans to fruition."

**Professor Peter Mathieson
Principal and Vice-Chancellor**



Challenges

The Programme Management team weren't getting the right quality from other agencies and turned to Morgan Hunt to fill gaps in key roles. Appointing the correct staff quickly was critical, as any delays could have serious ramifications for the Finance System and affect every area of the University's performance.

Key challenges included:

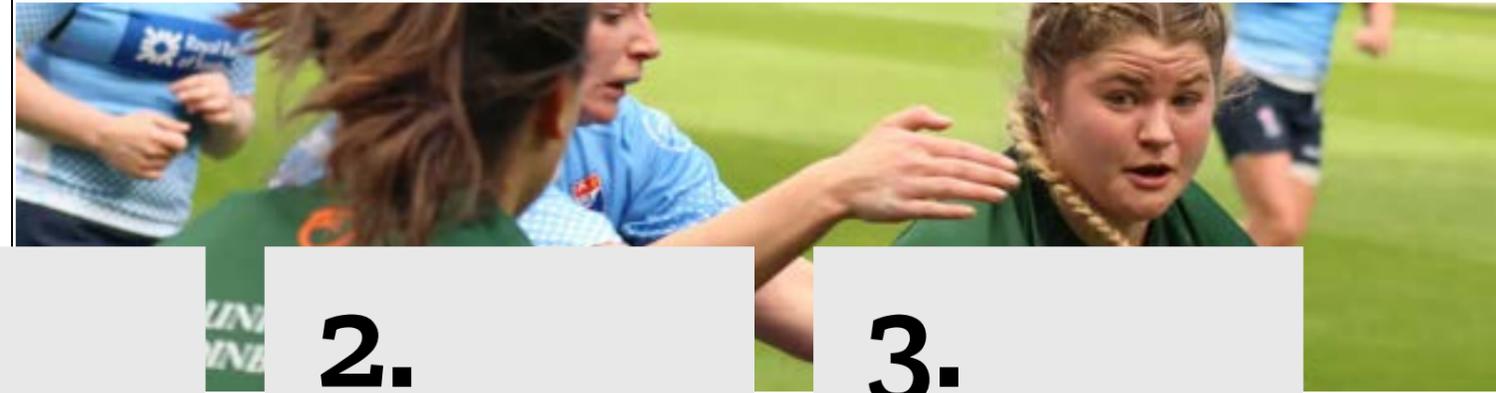
- Other agencies were not providing candidates of the required quality.
- Gaps in staffing risked delays to the Finance System implementation, affecting performance across the University.
- The talent market was tight post-pandemic, with limited availability of skilled candidates.
- Short-term contracts made roles less attractive, further reducing the candidate pool.
- High-pressure environment required rapid, reliable recruitment without compromising on quality.



Actions

Our approach combined proactive market engagement, careful candidate screening, and ongoing collaboration with the hiring team.

Our approach included: →



1.

Held regular meetings with the hiring team to understand requirements, set expectations, and agree timelines.

2.

Used our CRM database, LinkedIn, and HE networks to identify suitable candidates.

3.

AScreened every candidate to ensure they were compliant and a good fit for the role.

4.

Submitted multiple candidates per role, usually 4–5, with 3 shortlisted for interview.

5.

Mapped the market and reached out to people with technology or HE experience to widen the pool.

6.

Made it easier for candidates to transition into new roles by supporting them through the process.

Results

The original brief was to provide additional support where other agencies had fallen short. Morgan Hunt successfully delivered suitable candidates.



Filled over 30 important roles, including senior and specialist positions.

Many placements were extended beyond the original contract, providing continuity.

Enabled management to delegate more responsibility and focus on programme delivery.

Achieved fast time-to-hire, with 2–3 weeks from registration to start.

Delivered cost-effective appointments, allowing resources to be deployed across other teams and programmes.

