



# CASE STUDY: ROYAL ACADEMY OF ENGINEERING

## THE CLIENT



### Organisation

The Royal Academy of Engineering

### Sector/business type

Engineering and research,  
charitable organisation

### Size

100+

### Points of contact

Associate Director, National  
Engineering Policy Centre,  
Recruitment Manager, Head of  
Climate and Sustainability, Senior  
Policy Advisor: Digital and Physical  
Infrastructures  
and Head of Programmes

### Biggest personnel challenge

Volume recruitment in a short  
period of time and close together.  
This also included the definition of  
new job roles within a brand-new  
thematic area

### Solution

Retained Hiring Project

WE WERE SIGNIFICANTLY GROWING OUR  
ENGINEERING POLICY TEAM [...] WE WERE REALLY  
KEEN TO HIRE INTO THESE ROLES QUICKLY TO START  
WORKING AT A BIGGER SCALE.

Dr Natasha McCarthy - Associate Director, Policy

## THE CHALLENGE

As a charity delivering public benefit, the Royal Engineering of Academy (RAE) brings together an unrivalled community of leaders across every part of engineering and technology. Representing the nation's best engineering researchers, innovators, entrepreneurs, business and industry leaders, the RAE were looking to recruit for innovative new roles as well as replacing a few who had moved on.

This presented a topical, yet unique, challenge of understanding expectations, perceptions and communications around a handful of newly defined job roles and responsibilities, including a brand new thematic area. The RAE were keen to create a fluid and accessible recruitment process, rather than a prescriptive approach, while encouraging a diverse talent pipeline to apply.

The Policy by Murray team were able to evidence their successful track record, while noting their proactive contributions to the diversity, inclusivity and accessibility agenda. This resulted in Policy by Murray being appointed on a retained basis for eight roles across mixed seniority.

# THE SOLUTION

Appointed as the exclusive recruitment partner, the Policy by Murray team adopted their unique and robust retained solution, with a goal to fill all eight roles in an eight-week period. Roles worked:

- Programme Officer, Policy Fellowships
- Programme Officer, Systems Approach in Government
- Policy Officer, Health and Resilience
- Policy Officer, Digital and Physical Infrastructure
- Policy Advisor, Digital and Physical Infrastructure
- Senior Policy Advisor, Health and Resilience
- Senior Policy Advisor, Climate and Sustainability
- Senior Programme Manager, Future Dialogues



## ABOUT OUR RETAINED METHOD

Our retained engagement solution is a three-part process based on the key milestones of an assignment; commencement, shortlist and appointment. This structure includes clear time-frames and deliverables to manage expectations, which in turn promotes accountably driving guaranteed results. Using this complex and multi-faceted methodology we commit to finding you the best **in** the market, not **on** the market. Supporting your D&I agenda, all candidates are funnelled through the same retainer process to ensure an unbiased, consistent and more efficient process. Each stage of the process contains multiple tactics which draw on our heavily invested tech-stack, and personnel expertise. These tactics include stakeholder briefings, market mapping, campaign media, search, candidate management, video interviewing and reference validity. [Read more about our retained solutions >](#)

## THE RESULTS



We successfully filled all eight roles, with all first-choice candidates and no drop-outs.



Our time to placement for all roles was within 8-weeks.



For every six CVs we sent out, there was one successful placement.

**ANNA AND COLLEAGUES TOOK TIME TO UNDERSTAND OUR NEEDS OVERALL, AND THE SPECIFIC SKILLS AND EXPERIENCE ASSOCIATED WITH EACH ROLE. THEY THOUGHT THROUGH HOW TO PITCH THE ROLES AND WHERE GOOD CANDIDATES MIGHT BE FOUND. THEY DELIVERED ON ALL OF THESE VACANCIES, 8 IN TOTAL, WITHIN OUR TIGHT TIMEFRAME AND WE NOW HAVE AN EVEN MORE BRILLIANT AND DIVERSE TEAM WITH A WIDE RANGE OF EXPERIENCE.**

Dr Natasha McCarthy - Associate Director, Policy