

# Case Study: The Department of Health

## Highlights

- A 15 person UK Procurement team build
- Key to the high profile NHS Supply Chain Transformation programme
- Focus on bringing private sector experience into the public sector
- Challenging timescales in line with new entity 'go live'
- Full complement of procurement professionals with 50/50 private / public sector experience recruiting on time

## Our Client

The transformation of the NHS supply chain was one of the highest profile programmes in UK Government. It was a response to enhancing procurement efficiency and effectiveness as highlighted in the Carter report. As part of this transformation, a new management function was established - its purpose was to leverage the buying power of the NHS and deliver cost saving benefits back to front line services and patients.

## The Remit

Led by the CEO of NHS Supply Chain, a new Procurement team consisting of 12 Category Tower Managers and 3 Relationship Managers required hiring for a new Nottingham base. Whilst previous NHS Trust experience was deemed valuable, the CEO was keen to bring private sector experience into the team, in line with the new entity's increased commercial focus.

## The Solution

We implemented a project delivery plan and mobilised a small, specialist team to engage with key stakeholders. We agreed that a microsite would be an effective promotional tool for the campaign, enabling us to launch with impact. We also filmed a 'call to action' from the CEO to include on the microsite.

We undertook a multi-channel approach to sourcing including online advertising and direct sourcing. A digital platform showcasing video interviews was used instead of a traditional 'shortlist' – this tech enabled approach was uncommon for a public sector recruitment process, thus broadening appeal to candidates from the commercial sector.