



Transforming talent acquisition for real business outcomes.

Business Change &
Transformation
Practice Overview



The people to drive your business change

The Business Change & Transformation practice at Stott and May is firmly established as one of the most respected in the industry, fulfilling a variety of contract and permanent roles, both on time and in budget. Our goal is to enable businesses to act with greater agility and achieve better outcomes from transformational projects through the supply of experienced project leaders capable of seizing opportunities and controlling risk.

A staggering percentage of transformation initiatives fail to meet their initial objectives primarily as a result of focusing in on technology change at the expense of cultural change. People ultimately sit at the heart of delivering successful outcomes and as such it's essential to work with a recruitment partner that will think further than the job specification and truly consider the cultural dynamics at play in your organisation.



How will you know when you need us?

1. You have an important initiative to deliver and can't afford to make a bad hire
2. You are wasting time sifting through multiple CVs that miss your brief
3. You are finding candidates that meet the job specification but miss the cultural fit
4. You need to scale up and onboard high-quality project resources in tight timeframes
5. You need a recruitment partner that's committed to understanding your business
6. You need access to a network of candidates with a track record of delivering change in similar projects and environments.



Recently completed assignments

We typically engage with businesses that put technology and Agile delivery at the heart of their business model. To give you a sense of the types of projects we typically deliver here are some recently completed assignments:



Head of IT
Transformation &
Strategy **Maersk**



Senior Transformation
Manager **Maersk**



Senior Service Owner
Walgreens Boots Alliance



Digital Product Owner
BMI



Product Owner
CNL Software



Product Owner
Harrods



Agile Digital Business
Analyst **AA Corporation**



Agile Project Manager
Sedex



Business Analyst
Wessex Water



Change Manager
Maersk



Project Manager
Oxford University Press



PMO Specialist
AA Corporation



It's in our culture to understand your culture

Finding the right hire in the area of business change and transformation relies heavily on not only understanding the technical credentials required from a candidate but their softer skills. Changing direction is a massive and costly challenge for any business. It's key to bring in business change professionals that can quickly identify with and align to the unique culture of the organisation to win stakeholder support and see initiatives through to tangible outcomes.

This cultural issue makes recruitment in this space highly challenging as it's not simply a case of matching a CV with a job specification. So often hiring managers will see a candidate that 'looks suitable on paper' only to spend the time and effort on interviewing them to discover they are not a good cultural fit for the business. That's often where we come in with the experience and knowledge to understand the dynamics of a client and then filter through our existing 'known' network of candidates and referrals to find the perfect fit.

- Aditi Fernandes, Associate Director, Business Change & Transformation

Proud to be trusted by

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Stott and May are one of the most dedicated recruitment firms I have come across in my career. As a hiring manager they worked diligently to understand my requirements and put forward potential candidates that met all business needs whilst making the process smooth and seamless. I couldn't recommend them more.

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- Programme Manager, AA Corporation

About Stott and May

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.

