

Ten2Two Case Study

Aviation consultancy spreads its wings



Overview

Osprey is a young, vibrant and ambitious company, specialising in highly technical aviation consultancy. Founded in 2006, the company has over 300 years combined aviation experience, and has grown to become a leading player in the challenging and evolving aviation marketplace.

Challenge

Professional talent to support business growth

Thanks to a hugely successful period, the company saw significant improvement in terms of their external profile, projects delivered, projects won and financial performance. After moving into new and emerging markets, it became clear that business and financial strategies needed to be brought closer into line. So they decided to recruit an experienced part-time Chartered Accountant.

Osprey knows the importance of encouraging a flexible work/life balance and is a keen supporter of part-time and home working. With this in mind, they approached Ten2Two to find them a Finance Manager with an exceptional skillset, relevant experience in a senior position and a solid track record. Sounds like an undertaking? Not for Ten2Two!

Solution

A hassle-free way to find exceptional people

It wasn't long before Ten2Two found an excellent candidate to fit the bill. An experienced Head of Finance and HR professional with over 15 years' experience, Alice was looking for a better work/life balance in a role where she could make a difference. As a member of both the ICAEW and CIPD, and she was taken on to handle financial processes, reporting mechanisms and internal controls.

Nicola Vaughan, Chief Operating Officer, Osprey CSL, says, "We are delighted that Alice has joined our team at such an important stage of our growth. Her role is pivotal in ensuring that our business and financial strategies are aligned, and she brings a wealth of experience which is already contributing to our on going success."

"When we first met with Ten2Two it was very clear that they had access to highly professional and experienced candidates that were aligned to the work ethic of Osprey. I was enthused by their approach and their passion to change the world of work, where high calibre part-time and flexible working become the norm, and not the exception."
Nicola Vaughan, COO

Ten2Two Tips

Recruiting in Specialist Professional Services Organisations

If you're appointing your first employee or seeking a particularly important recruit, a number of factors should be considered:

1

Cultural fit is paramount. If you've got a small, established team or a distinctive working style, a new person must settle smoothly and quickly into your team. Consider a candidate's personality, personal values and their approach to working very carefully – and understand your own!

2

Adaptability essential. In many smaller fast-growing businesses a new role will often assume several different areas of responsibility. Osprey found a person who could span internal controls as well as financial processes so assess the flexibility and adaptability of your candidates as part of your selection process.

3

Customer first. Virtually everyone that works in a specialist company is customer-facing in one way or another. Ensure your preferred candidate is confident and comfortable working with customers, whatever their role in your company.

We help businesses find talented part-time professionals to cost-effectively grow and improve their business.

