

# Case study

## Landscape business blooming



### Overview

**Bushy Business is a well-established, family run, landscape gardening business who truly care for their customers and the work they do for them. They exist not only to help improve their customers' gardens and enjoyment of the space, but also to offer their staff opportunities where they feel appreciated and rewarded.**

**Ten2Two have worked with Bushy Business for several years and were invited to find our third member of their office team for them.**



### Challenge

#### Getting the right skillset to help the business grow

For this third placement, Bushy Business were looking for a 12-month maternity cover for an admin role. Flexibility and trust are very important attributes in the team, so it was important to find candidates that could demonstrate this, as well as finding someone with a slightly different skillset to complement the existing team. In an ideal world, Bushy Business also wanted to find someone who lives locally to the business in order to maximise the candidate's work-life balance.



### Solution

#### Skilled candidate with problem solving ability

Knowing the role was varied and likely to change in time, Ten2Two wanted to find someone in our candidate community who could be adaptable as the business grew.

This was a popular role with 10 strong applications and of the 5 candidates shortlisted, all were offered interviews. The candidate chosen has proved to be a fast learner and quickly settled into the business with her knowledge of excel and her ability to problem solve. She has helped the business become more effective and is giving them the confidence needed to introduce new systems.

If the business' growth continues as planned, they are hoping that they will have another permanent member of the team. Jo, co-owner has always told the team that their positions may change as the business develops and that their roles are mouldable. Already, one of the team would like to do more HR work on her return, in addition to taking on the Health and Safety responsibilities. Their newest recruit's role has also already evolved – having noticed her strengths at problem solving, spreadsheets and data, she now helps the managers with pricing and according to Jo, has taken a lot off her plate.

Jo Says 'She gets things very fast and has helped us evolve the business to become more effective, make more money and has helped recognise where our weaknesses are. She is now also working with Chris to look at landscaping systems'

*Jo Stone from Bushy Business says, "Ten2Two have helped us find members of staff who really care about our business – not just people who want to get the job done and go home – they really want to help us improve and thrive"*

### Ten2Two Tips

#### Recruiting in a Small, Growing Business

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. Bushy Business found a person who could settle quickly and solve problems so assess the flexibility and adaptability of your candidates as part of your selection process.

3

**Customer first.** Virtually everyone that works in a small 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.

Find out more about Bushy Business at <https://www.bushybusiness.com>

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

Find out more:

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