

**Matt Baty**

**Dip. HRM (CIPD) BA (Hons)**

Cheshire

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### **Profile**

A recruitment professional with both commercial and in-house, multi-site experience. I have significant experience of direct resourcing across a range of job functions, including board-level, technical and specialist recruitment. I have completed overseas resourcing campaigns (EMEA, USA, Canada) for both internal and external clients. Direct management experience of up to 8 people. Strong project management track-record with significant stakeholder / relationship management (both in-house and externally / from an outsourcing perspective).

### **Main skills:**

Executive Search	Consulting	Resource Management
Team Management	Direct Sourcing	Recruitment Research
Interviewing	Assessment Testing	Multi-site recruitment
Training	Competency Assessment	Account Management

### **Areas of recruitment experience:**

Sustainability / biodiversity	Customer service	Project Management
Automotive	ESG	Public Sector
Financial services	Contact Centre	Marketing / sales
Senior	Consulting	Technology / IT

### **Key Achievements**

- Introduced and embedded assessment testing including psychometric and aptitude testing across all levels to improve retention and engagement
- introduction of video screening and assessment to multi-site hiring teams
- Implemented the use of Applicant Tracking Systems
- Supported the recruiting of several new teams across 5 different offices
- Project and account management of several major recruitment campaigns
- Won and delivered several executive search campaigns within sustainability / ESG.

### **Career History**

#### **2022 – Present**

**Farrell Associates**

**Executive Search Consultant**

*Farrell Associates is a boutique, specialist search consultancy specialising in mid-senior appointments within ESG / Sustainability / Biodiversity / Consulting / Financial Services.*

#### **Role:**

I am responsible for winning and delivering executive search campaigns within Environmental, Social and Governance across financial services, SaaS and Consulting. Typically roles are technical / specialist / hard to fill. I have placed candidates within Europe, UK, USA and Middle East. My role covers business development and delivery, and I also have some responsibility within training and HR.

### **Achievements**

- Delivery of several challenging searches across a variety of vertical markets within ESG
- Turned around several recruitment campaigns to deliver results
- Introduced various recruitment methods such as competency-based assessment, and using client-access portals

- Improved the business' marketing activity, particularly shortlist analysis and sales proposals
- Created the Farrell Associates podcast, aimed at improving DEI within the ESG space
- Contributor to the business' thought leadership through blogs/articles and LinkedIn content.

## **2012 – Present**

### **Return on Investment**

### **Resourcing Manager**

*ROI is a market-leading BPO business to major automotive manufacturers. ROI is a fast-growth business employing c.330 people across 5 locations, including an office in Sweden.*

#### **Role:**

Responsible managing the resourcing team to deliver direct sourcing across the business, including client-side resourcing. My role was multi-site, across all disciplines / job functions. My remit extends to all levels across the business, including director level and internal specialist teams (e.g. finance and IT). C.150 hires per year (95% direct).

I am fully qualified Thomas International Assessor training in both DISC profiling, Emotional Intelligence and aptitude testing.

#### **Achievements**

- Led the volume recruitment within both sales and customer service disciplines
- Introducing ROI to assessment testing and competency-based assessment
- Direct sourcing of entry-level and experienced staff for new teams across a variety of business functions (sales, customer service, IT, technical, field-sales and marketing)
- Delivered several new office build-outs including overseas (Sweden)
- Led the resourcing response to the COVID-19 pandemic including video interviewing / remote working.

## 2007 – April 2012

### **Cheetham Hall**

### **Recruitment Manager / Account Manager**

*Cheetham Hall is boutique Executive Search and selection company based in Nantwich. The business specialises in resourcing and executive search in a range of sectors, predominantly engineering, construction and consulting.*

#### **Role:**

Managing the delivery of executive search assignments and management of key accounts

Developing and managing the training and development of the business' in-house resourcing team

New business development and the account management.

#### **Achievements**

- Developed and delivered a Recruitment Process Outsourcing model to a client resulting in a dramatic reduction in the cost per hire.
- Bid and tender management (both new and existing business)

## 2005 - 2007 (2 year fixed-term contract)

### **Essex County Council**

### **Recruitment Specialist, Children's Social Care**

*Major local authority employing c.25,000 people. I was employed by the Schools, Children and Families directorate to address recruitment shortages for front-line social care teams.*

#### **Role:**

The recruitment of social care professionals in order to reduce the vacancy rate with the authority.

Working in a consulting capacity with senior management on workforce planning and recruitment.

#### **Achievements:**

- Significantly increasing direct sourcing and reducing agency spent by c.50%
- Project-managed a major overseas recruitment campaign in South Africa
- I created a robust preferred supplier list to gain control of recruitment agency engagement.

2003 - 2005

**Hays Executive**

**Research Manager**

*Hays Executive is the Executive Search and Selection division of Hays PLC. It had offices in Wilmslow, Birmingham and London and had a turnover of c.£5m.*

**Role:**

Management of the national team (8) of resourcing specialists.

To advise the consulting teams on resourcing strategy

To implement and drive resourcing activity to meet the needs of the business

**Achievements:**

- Successfully merged 3 teams across different sectors and locations into one
- Implemented a resourcing and management information process
- Reduced the time it took to deliver assignments by c.35%

2001 - 2003

**Ward Executive Ltd.**

**Research Manager**

*Ward Executive is a small, boutique headhunting practice in Surrey. Fee turnover c.£750,000. Sector expertise within Manufacturing, Engineering, Technology, Retail and Aerospace*

**Role:**

Manage the research function of the business (candidate identification etc)

Management of a small team of resourcing professionals

Hands-on resourcing on up to 15 assignments per month.

**Education**

- Staffordshire University, Post-Graduate Diploma in HRM (CIPD). Merit
- Staffordshire University, Post-Graduate Certificate in HRM (CIPD). Distinction
- University of Warwick BA (hons) French Studies.
- Taunton School, Somerset. 3 x A-levels
- Taunton School, Somerset. 9 x GCSEs

**IT Skills**

MS Publisher / Ezekia / MS Office / Affinity Publisher / Various ATS systems (Hireful, Workable etc.) / Sony Vegas / LinkedIn Recruiter / FileFinder / Zencast

**Interests and Activities**

I am a keen sportsman, with real passion for rugby union (less playing, more watching), golf and cricket. I am a Level 2 Qualified Rugby Union Coach and village cricketer of limited pedigree. I speak advanced level French and can write French to degree level.