

Alison Thompson

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Overview

What she's best at:

Alison is highly competent at changing how a business not only recruits but also thinks about recruiting. Approaching each client's resourcing needs with an eye on their brand, their current capability and their budget, she has experience of partnering with them to;

- Create and promote their employer brand
- Define and communicate their employee value proposition
- Initiate and implement their direct sourcing capability
- Design and execute social media recruitment strategies
- Advance and improve their approach to talent, change and performance management

Additionally, she is expert at

- Designing recruitment, processes, policies and procedures
- Instigating effective data tracking that effectively informs recruitment decision making
- Implementing recruitment software solutions
- Upskilling a hiring manager community to ensure they fully understand the significance and impact of their role in any recruitment campaign
- Ensuring 'Careers' section on a company website is fit for purpose

A senior resourcing consultant, she is quickly able to ascertain the needs of her clients and partner with them strategically and operationally to achieve results.

Specific Skills:

- Multi-role / multi-level / multi-sector recruitment
- Implementing internal and external KPI's and SLA's
- Developing hiring capability across a business
- Active resource management and tactical succession planning
- Innovative, creative solution provider with a track record of achieving substantial savings and results

Sector Specialisms:

- Engineering
- Manufacturing
- Legal
- Financial Services
- Construction

Testimonials:

Alison Thompson is a first class Resourcing Specialist who has clearly demonstrated both strategic and operational experience whilst working with her. I have known Alison for over two years and she has shown professionalism and in - depth knowledge of our recruitment needs. She is able to take

the lead in understanding client requirements and being able to work with difficult stakeholders to ensure that resources are delivered in line with our growth plans.

Alison not only can work on the day to day but also has driven new systems into our organisation and ensure that the service is working effectively by continuous improvement initiatives and managing the recruitment systems provider. Alison has also been able to provide clear, concise and accurate information for our Board reports each month. She is a team player and a very competent member who is able to work at a senior level.

Alison is solutions driven and no sooner do you have an issue, she will not let it go until resolved or completed. She has truly ensured that we have a centre of excellence for Resourcing and has definitely added value to our HR function.

Michelle Robinson, HR Business Partner, Ansaldo Nuclear.

I first started working with Alison in 2012 when she was looking for some speedy support with candidate attraction at Aldermore as they were growing at such a huge pace. It became immediately clear that she had a thorough grasp of the importance of employer branding and creating a smooth and engaging candidate journey, but was also under pressure to make some quick wins for volume recruitment across multiple disciplines.

Alison is great at stepping back and looking at the big picture, finding innovative solutions to potential stumbling blocks and applying a commercial/ROI driven approach to any decisions she makes. She is a fantastic relationship builder and you always get an honest answer from her. It has been an absolute pleasure working with Alison since then, she has a hugely vibrant personality and we laugh a lot whilst getting the job done.

Anna Fleetwood, Agency Director, Sparks Careers.

Alison is a tireless and tenacious resourcing partner, someone that always goes beyond the role to source the right candidate and is constantly looking for new ways to promote attracting quality people to the business. My interactions with Alison are always straightforward, results focused and clear. She is also really good fun as well, which always helps!

John Dodsworth, Founder at OpenInVoice

Key Achievements:

- **Budget** – defining and implementing direct sourcing models. Increased direct hires by 40% and decreased recruitment agency spend by 25%
- **Employer Branding** – candidates need to know who you are. Recruited 210 people in year 2 and reduced recruitment expenditure from year 1 by 51%
- **Employee Value Proposition** – defined a unique set of values, offerings and associations to positively influence and successfully attract candidates giving competitive advantage over other organisations looking to attract these candidates as well.
- **Innovative and strategic problem solving** – doing things differently. Introduced recruitment management information, which showed it was possible to decrease the average cost per hire by 48% and the average time to hire by 20 days
- **Technology** – implemented two applicant tracking software systems – TalentLink (ATS) and PeopleFluent (RMS and VMS)

Career History

Previous Businesses worked with:

- Ansaldo
- Aldermore
- NG Bailey
- Wolsely
- DLA
- Barclays
- De La Rue
- Hays
- Vertex

Other Qualifications:

- OPQ level A and B and Saville (WAVE) conversion