

## Case Study

**Vanarama is an award-winning commercial and personal vehicle leasing company established in 2004 and now employs 230 people at its Hemel Hempstead head office.**

The company provides a range of van leasing, insurance and maintenance packages, on a range of commercial vehicles. In 2015, Vanarama won the highly prestigious Lloyds National Business Award for Best Small to Medium Sized Business, an accolade that recognised their commitment to training, customer service and innovation.

Vanarama learned of Think Specialist Recruitment when they received our local promotional campaign, which came at a time when their current agencies were struggling to find the quality of candidates required to sustain their growth. They decided to give us a try.

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HR Director, Helen King, said of our service:

“A very quick and efficient recruitment turnaround from screening to interviews. As all of their candidates are reference checked and vetted, once we’ve decided on the person it could even be a two-day turnaround! Think meet with the candidates and once they are happy with the fit, they send them straight to us to meet with the hiring managers. A large majority of the candidates submitted have been taken on.”

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Initially we were asked to provide Vanarama with candidates for temporary roles such as Sales Order Processing, general Admin and Receptionists. With the immediate success of these appointments, the requirement escalated to more temporary roles and additional permanent vacancies to fill.

We've successfully provided Vanarama with everything from Project Administrators and Customer Service Advisors to Logistics roles. We've also placed a permanent Management Accountant, Senior Customer Service Advisor role, Sales Account Managers as well as an Accounts role that was temporary to permanent.

Helen King said of our service: "Think offered a very quick and efficient recruitment turnaround from screening to interviews. As all of their candidates are reference checked and vetted, once we've decided on the person it could even be a two-day turnaround! Think meet with the candidates and once they are happy with the fit, they send them straight to us to meet with the hiring managers. A large majority of the candidates submitted have been taken on."

At Think we pride ourselves on always meeting and exceeding our clients' expectations and building a strong relationship with them. Vanarama is a perfect example of this as from the beginning we worked hard to learn the business and their needs – knowing that this would be a fast-paced turnaround and we would not compromise on quality of candidates.

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"Speed of turnaround, high level of candidates and very reliable – both the candidates and the agency. There isn't a brief they've not been able to fulfil for us".

Helen King  
HR Director

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"None of the other agencies we've worked with in the past have had such a quick turnaround with as high-quality candidates – so Think really excel at this. They also go out of their way to make sure we have what we need. They are always available to help when we need them."

Helen King  
HR Director

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