

Company Overview

Environmental Resources Management (ERM) is a leading global provider of environmental, health and safety, risk, and social consulting services. They deliver innovative solutions for business and government clients, helping them to understand and manage their impacts on the environment. They have 137 offices in 40 countries and employ approximately 3,500 staff.

[Allen & York](#) are a leading international sustainability recruitment consultancy and we have worked with ERM to support their recruitment requirements for well over a decade. We have built an in-depth understanding of the blend of skills required for staff working within the sustainability consultancy industry and working with ERM around the globe in UK & Europe, S. America and Asia Pac, we are the best placed and most experienced recruiters within our industry to support their growth.

Our Partnership

We were therefore delighted when ERM adopted our in-house Managed Recruitment service in January 2010 and were keen to ask for their feedback on this, less well known service within the Allen & York portfolio.

We asked Katherine Riley, HR Team Lead for her thoughts;

“What is brilliant about the Allen & York in-house Managed Recruitment service is that our representative knows exactly who’s worth interviewing; how to manage our relationships with recruitment agencies and has the technical knowledge to fully understand the requirements of our hiring managers, to gain their respect and fulfill their requirements.”

The Service – Recruitment Process Out-sourcing (RPO)

The role of the Allen & York in-house recruitment manager is to;

- manage and source direct applications,
- liaise with the Technical Managers / Partners,
- manage the relationship with recruitment agencies
- coordinate the process right through to offer, placement and on-boarding/beyond.

With our in-depth understanding of the environmental, energy, health and safety industries we are able to assess the suitability of candidates quickly and bring the best to the table.

[Our Services](#)

The Results

“This has transformed recruitment for us”, says Katherine, “speeding up finding suitable candidates and making our recruitment process more professional.”

Katherine admits that at first she had concerns about handing over the recruitment reins to another company, feeling that she might lose some control. However, nothing could be further from the truth; our A&Y representative keeps Katherine and her team, informed of everything being worked on, they have regular weekly briefings and any concerns Katherine initially harboured soon disappeared when the ERM HR team realised that their internal recruitment would be managed smoothly and professionally from beginning to end.

[Allen & York](#) have the rare mix which ERM was looking for: Specialist environmental recruitment experience, coupled with an extensive knowledge of sustainability consultancy. We have over 18 years of experience within the sustainability sector and our strong technical understanding of the sustainability industry and an intimate knowledge of ERM made us ideal to fill their in-house recruitment gap.

Contact Us

If you are looking to outsource your recruitment or would like to discuss our recruitment services in further detail, please contact;