

FJ Wilson Talent Services

Talent Acquisition Specialists required a true HR business partner and found KHRS

KEY FACTS

SERVICE: Retained
HR Support

INDUSTRY: Recruitment

EMPLOYEE
COUNT **5+**



Talent Acquisition Specialists

FJ Wilson Talent Services was established in 2009 by Fiona Wilson. Since then, the company specialises in working with organisations for professionals – membership organisations, awarding bodies and learning providers. They take pride in offering a personal touch for both candidates and employers.

The company has grown steadily since its inception, now with three teams comprising account management, search, and administration and communication. The Managing Director, Fiona Wilson, recognised that her time is best spent

dedicated to supporting and developing the team through her own extensive recruitment experience and best practice approach. Managing a fully remote team also brought its own challenges for Fiona as a hands-on Managing Director.



We continue to be absolutely delighted to work with the Keeping HR Simple team.



Fiona Wilson, Managing Director
FJ Wilson Talent Services

Seeking external support

In 2013, Fiona identified that she would need a business partner to support her and the team with HR and employment law matters.

Keeping HR Simple were introduced by Fiona's then accountant.

"We wanted to find a true HR business partner – a company that 'got' working with a business proactively, as well as reactively. We wanted a partner for the long-term; shared



values, responsive, personable, and also a specialist partner who the staff team could also get to know and trust."

Katherine and the Keeping HR Simple team worked closely with Fiona to review their contracts of employment and staff handbook as well as ensuring that all other HR documentation was in place to support the growing team. Katherine and Fiona also worked together to put the necessary business processes in place, including the introduction of an online HR administration system which greatly simplifies the management of a remote team.

An embedded part of the team

After 11 years of working together, Katherine and Fiona have established a close working relationship and Keeping HR Simple are an embedded part of the wider FJWTS team.

Members of the FJWTS team can approach Keeping HR Simple directly with their queries if they wish. Katherine attends team meetings online to support Fiona when an HR input is required; including delivering training to the team on such subjects as menopause in the workplace. FJWTS are proud subscribers to the Menopause Workplace Pledge.

Fiona also regularly attends Katherine's webinars on HR and employment-law issues affecting small and medium-businesses, ensuring that she is informed and up to date on any changes and relevant topics.

HR in the FJWTS team works seamlessly. The Keeping HR Simple team support business continuity by providing a back-up payroll administration service when needed and by acting as a key point of contact, giving Fiona full confidence in continuity arrangements during her much-needed time off.

Throughout the ups and downs of business, particularly navigating through challenging times during Covid, Katherine and Fiona have worked closely together to proactively resolve issues that have arisen.

FJWTS takes a proactive approach towards supporting the team and each year, Fiona works closely with Katherine to update and develop their generous benefits package which is far beyond what other small businesses typically offer. Fiona values Katherine's experience and wide-reaching knowledge of what other businesses are doing and how she can ensure that she remains ahead of the competition when it comes to staff benefits.

"This is a true business partnership. We continue to be absolutely delighted to work with the Keeping HR Simple team."

