



# Supporting Llamau to find great people for the My Way Home Partnership.

---

**VOLUME RECRUITMENT PROJECT CASE STUDY**

---

**Llamau**

Imagine a World Without  
Homelessness



**moxie**

# Supporting Llamau to find a team of great people - with very specific backgrounds - to support the My Way Home Partnership.

It's hard enough finding one epic candidate for a role, let alone nine. Add into the mix a very specific set of skills and core values, and you could quickly find yourself in a sticky situation.

This is precisely the problem that Sue Carter from Llamau was facing when she first approached us in August 2022.

Moxie was front and centre of her mind when she realised she needed a helping hand getting Llamau's recruitment drive off the ground.

---

## About

**Llamau**

Imagine a World Without  
Homelessness

Their mission is to end homelessness for young people and women. They're on an unapologetic mission to end homelessness and domestic abuse in Wales.

 **moxie**

Moxie partners with Welsh housing associations and charities to bring the best talent into the sector through a robust recruitment and onboarding process.

# Challenge

As the Strategic Lead for the My Way Home partnership – funded by the National Lottery Community Fund – Sue was responsible for filling 9 newly created roles.

The staff were fundamental for launching the project, with an October go live date.

She and her team had just two months to source the right people for this important recruitment drive.

There were several important gaps to fill through the recruitment process.

Candidates needed to have experience supporting child mental health – particularly complex mental health – as well as experience working in sexual exploitation, county lines exploitation and substance misuse.

Unfortunately, after putting a lot of time and energy into an internally managed recruitment drive (predominantly using Indeed), Sue realised that what she needed was a dose of Moxie Magic.

**Sue and her team had just two months to source the right people for this important recruitment drive.**

**Candidates up until that point didn't possess the experience, background or skills required.**

**Internal recruitment efforts weren't able to find the right candidates with the required backgrounds by the go-live date.**



## Why Moxie?



**Sue Carter**

**Llamau**

**"The sector as a whole is facing huge struggles when it comes to recruitment and getting the right people for the job.**

**Moxie took control, head hunted amazing candidates (all of which would have been great for the job) and streamlined the entire process."**

14 years of experience combined of dedicating our time and effort to uniting housing associations and charities with the very best talent. We've made it our 9-5, so you can get back to doing what you love!

We search, you hire. We actively search for your perfect fit within our extensive network and talent pool. Active or passive job seekers, transferable and niche skills, we know where to find them.

Your recruitment rock. We know competing with other charities and housing associations in a crowded marketplace isn't easy. Our friendly customer-focused approach allows us to put you forward as the employer of choice, whilst spreading the word of the countless benefits a career in support work and social housing offers.

Matching great jobs with good people, that's our motto.

# A Winning Solution - the 4-step Moxie process.



## 1) First up - we listen and learn.

Keeran and Rich had already caught up with Sue previously (we like to keep in touch with our past candidates and see how things are going) and she'd mentioned that she would be working on a major recruitment drive for the My Way Home project.

After trying to fill the roles herself, she called on team Moxie to really get things moving. We sat back down with Sue to learn more about the specific needs of each role, their company values and what made them such a brilliant place to work.

## 2) Tapping into the right talent.

We already had a pool of prospective candidates who we knew would be great for these roles, so we started reaching out to them and filling them in on the opportunity.

Within a 10 day turnaround we had approached candidates and put a selection of seriously impressive CVs forward.

**“ Within a 10 day turnaround we had approached candidates and put a selection of seriously impressive CVs forward.**



### 3) Filling the spots with epic candidates.

With the project launch date approaching, we put the pedal to the metal and secured candidates for four days worth of interviews.

20 days from first advertising the roles all six positions had been filled with amazing staff showcasing an exciting range of skills and strengths. Hey presto, My Way Home was launched without a hitch!

In the words of Sue: "Moxie took care of everything, prepping all the candidates and saving me so much time and stress. We couldn't have done it without them!"

**“ It's really important to us that we ease any potential anxiety for both the candidates and employer.**

**Even down to filling candidates in on how to get to the interview (parking can be SUCH a pain, right?) or catching up with a team on a weekly basis, we just want people to feel well informed and confident with what's going on.**

### 4) Post-placement care and onboarding.

We take away the stress of pre-employment checks; so, sit back and let Moxie take care of the fiddly bits for you! Employee onboarding can be the make-or-break of a new hire – and we're not about ghosting our candidates.

Even after the placement was signed and delivered, we ensured all parties were happy and settled in well, checking in on their progress and any concerns they might have had.

Any excuse for a good old natter, really...

# The happily ever after

**100% of the jobs required filled with exceptional employees with 100% start rate**

**20 day turnaround from first advertising the roles to job offers being accepted.**

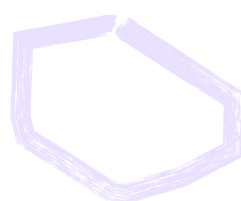
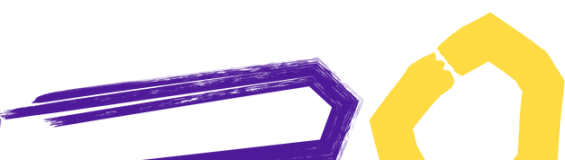
**Project launched on time and supported by a fantastic team!**

"There were no challenges throughout the whole process – I could always access the Moxie team and there was never no solution.

They got it done in a quick and efficient way. I'm so grateful for their support – I had a lot hinging on filling the team and they managed to find me a banging team!"

The thing is, when you're weighing up whether to invest in a recruitment agency, there is of course a financial commitment that comes with it. However, the quality of the staff that Moxie came back with made it worth its weight in gold.

The calibre of candidates was second to none and we hope that they will all remain long-term members of staff" – Sue Carter.







**Got an upcoming project  
you need help finding  
awesome people for?**

**Let's get started**



**Rich Thomas**

Talent Partner | Co-Founder



**02921602111**



**[rich@moxiepeople.com](mailto:rich@moxiepeople.com)**