

## Case Study – Working on priority financial functions



The British Society of Plant Breeders (BSPB) represents plant breeders and breeders' agents, breeding and marketing varieties of all the major arable, fodder and vegetable crops and amenity grass in the UK. Their members comprise virtually 100% of public and private sector crop plant breeding activity in the UK.

### The need



In early 2016, Numitas were contacted by Penny Maplestone, CEO of BSPB. Penny was referred to Numitas through her auditors, Deloitte, as she needed an immediate solution to a vacant FC position.

Penny was initially looking for a temporary full-time FC and wasn't aware of the Numitas part-time model. As well as talking to Numitas, Penny was also liaising with local recruitment agencies who specialised in temporary and permanent finance placements.

After speaking with Numitas, Penny recognised that she didn't need a full-time FC on a temporary contract, but would benefit more from a part-time FC who was tailored to the immediate business needs who:

- was **confident and competent** enough to come into a brand new organisation and immediately work on **priority finance functions** for the business
- had a **significant level of capability** to be able to support the business' ongoing finance functions
- would **save the business time and money** from unnecessary recruitment costs.

### The solution



Once we understood in detail the business requirements it was easy for us to select the right person from our team who had the level of experience and competence required by the BSPB to immediately work successfully for the business.

Tailoring our approach to meet the needs of the BSPB was essential in this piece of work – we recognised that a part-time FC would be of much more value to the business in an interim period than a temporary full-time FC would have been.

Due to the immediate need, Numitas responded quickly to Penny's request, setting up a meeting between Penny and our team within days of the first

phone call. We provided BSPB with a part-time FC who worked for 2-3 days per week over a 3 month period.

## Benefits



As well as being able to respond immediately to BSPB's needs and provide a capable, confident part-time FC who could fully seize the opportunity, Numitas provided added value in terms of:

- **Motivating other members of the finance team**, encouraging other staff members to develop and grow within their own finance functions
- Supporting the recruitment of a full-time permanent FD – this was particularly useful as the senior team benefited from our FC's technical expertise to help them **recruit the person with the right level of technical experience** required for the role.

## What our client's say



*Numitas has been really great to work with and helped us out of a hole, thank you.*



Penny Maplestone, CEO of BSPB.