

# Case Study

**The Client:** The Nichols Group  
**Industry:** Management Consultancy  
**Requirement:** Bid Specialists



## The Client

The Nichols Group is an independently owned programme management consultancy that has advised on large, iconic programmes, complex projects & major business change initiatives for the last four decades, operating in a wide range of geographies and industries, especially infrastructure, energy, transport, natural resources, government, technology and financial services.

## Our Experience of working with The Nichols Group

Bid Solutions were engaged in early May 2015 by Heather Elliott, Portfolio Office Lead, to source a Bid Manager for The Nichols Group - the first dedicated bid professional the company has ever hired. As a family run business, finding the right personality fit was as important as sourcing the necessary skills.

*"Our ethos is our quintessence, it is expressed in our vision & values & is latent in all that we do."* **The Nichols Group** (<http://www.nicholsgroup.co.uk/>).

As the leading provider of bid and proposal professionals, we were confident that we could provide The Nichols Group with the right fit, both culturally and professionally.

*"It was apparent from my initial conversation with Heather that The Nichols Group placed great importance on maintaining the values that were established forty years ago. We took this into account when briefing candidates on the opportunity, ensuring that they had the right blend of bid management skills and personality to fit in seamlessly with their prospective colleagues."*

*Heather's passion for success and desire to provide employees with a friendly and convivial work environment made it very easy to sell the opportunity to candidates."* **Ben Hannon, Senior Consultant** at Bid Solutions.

Having provided an initial shortlist of candidates within two days, Heather swiftly made her decision as to who she would like to interview. Through the following weeks we navigated candidates through the interview process, with all applicants receiving positive feedback. The hiring process was quick and straightforward; the initial brief was taken in May and the successful candidate started in June.

**TESTIMONIAL:** *"With an increase of new business opportunities, it was clear that we needed a dedicated Bid Manager to professionally respond to tenders to promote our brand and high company standards. As this was a new position within our organisation, we felt we needed professional help. We engaged Bid Solutions to source suitable candidates and were delighted with the response. They immediately understood the role brief and our company culture and provided excellent candidates. This made the decision on who to offer the role very difficult! It was a pleasure to work with Bid Solutions and I would not hesitate to recommend them to anyone looking to acquire the best talent in the bid / proposal profession"*  
**Heather Elliott, Portfolio Office Lead** at The Nichols Group.

**Bid Solutions is the leading provider of bid and proposal professionals - we connect winners. Our team is APMP certified so we understand your complex bid and proposal process, and the demands it puts upon your business. Whether you are looking to improve your win-rate or develop a winning career, we have the people and opportunities.**