

# Ten2Two Case Study

## Formidable Flexibility at DataCo



### Background

DataCo is a leading global Energy & Petroleum data and information management consultancy supporting the upstream oil and gas industry from client offices in the UK, Europe, USA and Australia. DataCo has grown from 16 to more than 100 people in the last 4 years.

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### Challenge

Local, affordable team without compromising on skills and experience

As with any rapidly growing business the combination of new clients, more staff and more assets requires greater business management and a need for expertise across business functions such as HR, finance and administration. Given DataCo's impressive growth curve the Directors anticipated this requirement at an early stage and developed a strategy that would cost-effectively secure the expertise they required.

‘Flexible professionals’ was the solution. At their stage of growth DataCo didn't need full-time hours in every area but given the complexity of the business they couldn't afford to compromise on skills and experience. They had an additional requirement. Whilst DataCo's main office hub is in Aberdeen, the founding Directors are based in Hertfordshire and they were keen to locate their business management team close to their location. To achieve maximum efficiency they wanted to build a team that was not only part-time but home-based.



### Solution

Part-time and work from home provides an answer

Ten2Two worked with DataCo Directors to find the first member of their business management team. Working together to design the role, the perfect candidate needed the skills to both succeed in the role, and effectively work from home whilst living within 5 miles of the office. Following success in this journey, further collaboration with Ten2Two has seen the team grow, with highly experienced, part-time and local HR, Finance and Business administration professionals.

“Ten2Two has helped not only find the right people but supported me on the design of the roles and their relationships with the rest of the business” says Janet English, DataCo's General Manager. “I look around our Business Management team and realise that nearly everyone has been found by the Ten2Two team. Working so closely together has enabled Ten2Two to understand our business and the level of professionalism we demand from our people”. Today DataCo has an experienced business management team that's cost-efficient and has the flexibility to adapt and change in line with the growth of the company. HQ office costs are minimal thanks to home-working, allowing DataCo to focus its investments on local client offices.



We help businesses find talented part-time professionals to cost-effectively grow and improve their business.

