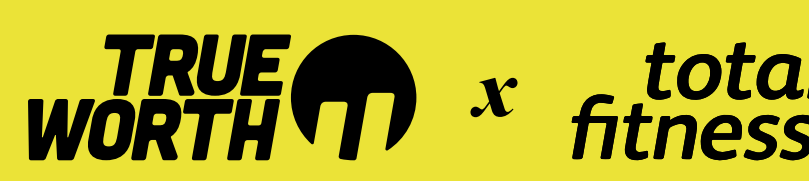


Case Study



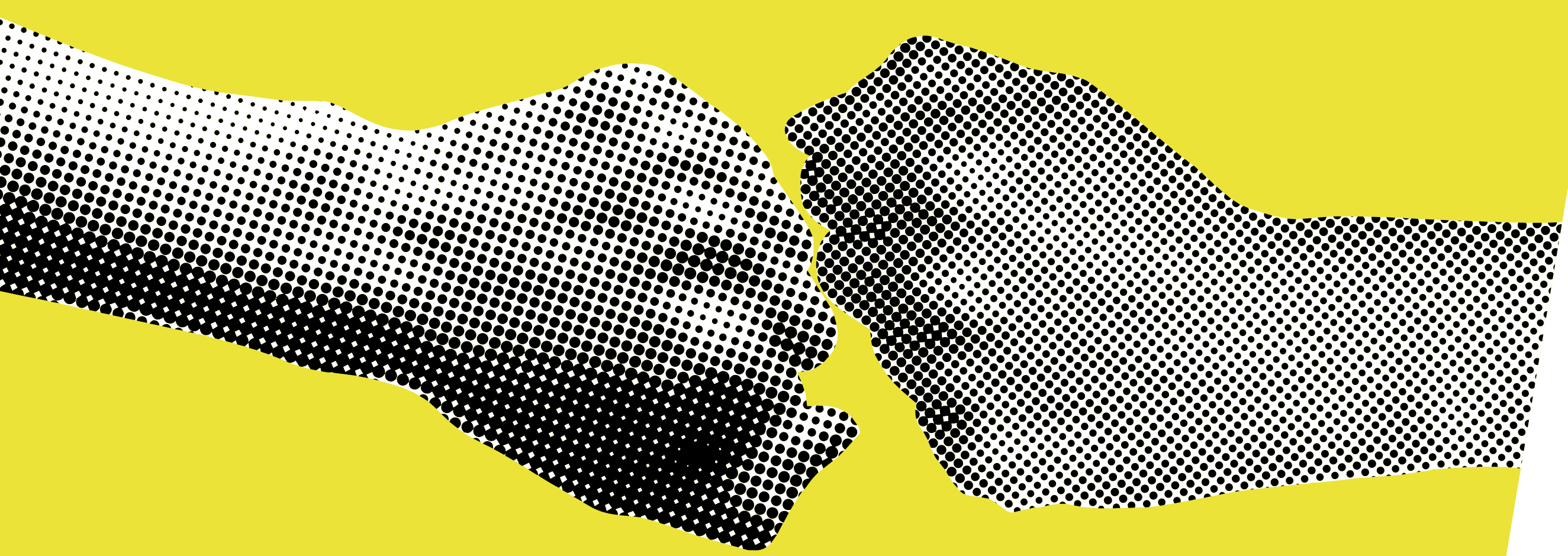
Finding the Right Fit for Total Fitness

Background

Total Fitness runs 15 health clubs across the North of England and Wales, serving 100,000 members with a 600-strong team. They needed a new Head of IT—but wanted more than a standard recruiter. They wanted a trusted partner.

What we did at a glance:

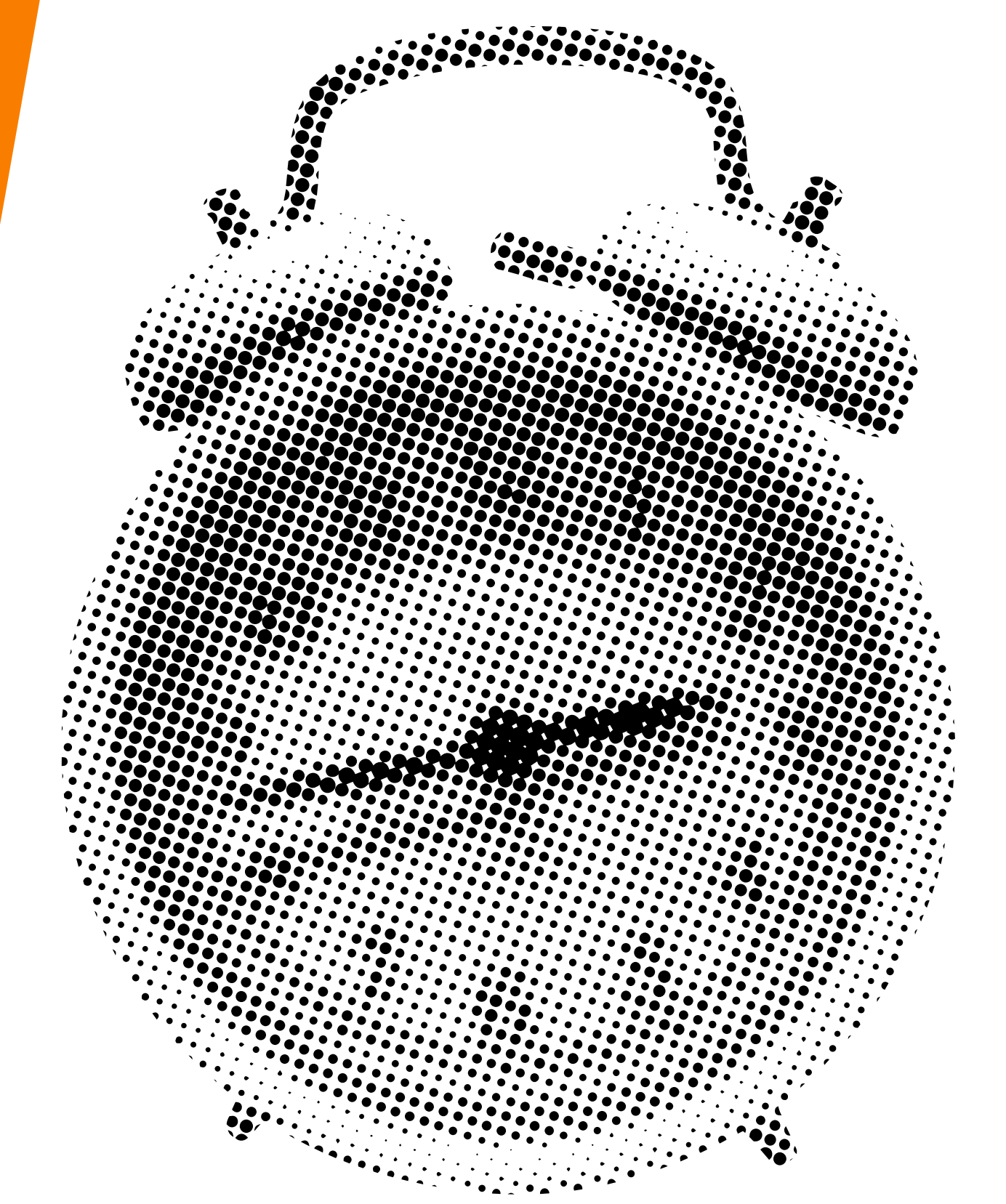
- Delivered full shortlisting & interview process in **3 weeks**
- Used **video interviews** to boost speed & cultural fit
- Hired an IT leader who's **still delivering** 18+ months on



Solutions & Benefits

AI automation was integrated into:

- ✓ **Exclusive Deposit-Led Model**
- ✓ **All-in Partner Approach**
- ✓ **Fast, Structured Process**
- ✓ **Video Interviewing for Better Fit**
- ✓ **Free Replacement Guarantee**



The Result

- ☀ 100+ candidates approached
- ☀ 8 interviewed over Teams
- ☀ 1 standout hire: Karl Ellis, Head of IT
- ☀ Time to Hire: 3 weeks

Cost Savings & Scalability

- Flat-fee with staged payment: Budget clarity from day one
- No % fees: More value, less margin pressure
- Repeatable model: Ideal for future senior or niche roles
- Reduced risk: Exclusive model = higher commitment, better hires



Let's Work Together

True Worth Consulting is dedicated to providing seamless solutions tailored to your needs.