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Aug 2022

## Something in the water

We have started the year strong with a staff increase of over 30 per cent.

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### [Michael Stirrup](#)

CEO

#### Email

[michael.stirrup@waterstons.com](mailto:michael.stirrup@waterstons.com)

#### Linkedin

<https://www.linkedin.com/in/michaelstirrup/?originalSubdomain=uk>





We have recruited over 65 team members across all departments since the start of the year.

The recruitment drive, which covers all levels from graduates and apprentices to senior leaders, is part of our strategic vision for the next three years which focuses on clients and people, not numbers.

[Michael Stirrup](#), who became our CEO in June 2021, explains: "We are, and always have been a people-first business, with each appointment designed to benefit our clients and drive us towards our 2025 objectives which include reaching new sectors, increasing diversity, and offering greater opportunity for learning and development.

"But over and above anything are the opportunities we want to give our people – from flexible working and unlimited holidays to international travel and relocation. We're proud to empower them to explore new initiatives and drive innovation with our clients to help improve their businesses."

Launched over 28 years ago, we've expanded our [capabilities](#) to incorporate cyber security, digital productivity, and data and analytics, with 278 employees working flexibly across four offices in Durham, Glasgow, London and Sydney.

Michael continued: "By 2025 we want to add more global locations, invest heavily in research and development, and double our turnover. The people who join us are key to realising these goals and with the

expertise and passion of each and every one, we are confident that they will not only be met but exceeded."

As DEI (diversity, equality and inclusion) is a huge part of any business's growth journey, we have launched a podcast to share best practice, challenges and what it is doing to ensure equal opportunities for all current and future employees within the business.

[Alex Waterston](#), Associate Director for Leadership explains: "As we grow, we continue on our diversity, equality and inclusion (DEI) journey and while we have made progress, including bringing in an experienced DEI consultant, we know we still have a long way to go.

"As a consultancy, our knowledge is what drives success with our clients, and to achieve this we need diversity and inclusivity of thought, experience and creativity to deliver this.

"Keeping ourselves accountable, the podcast publicly documents our diversity work as well as hopefully helping others on the same journey."

The podcast, DEI: Naked Conversations, is available to stream wherever you find your podcasts.

<https://waterstons.com/print/pdf/node/8330>