



Darren Aggasild

Rose Recruitment Ltd
Aberdeen, Scotland

Member since: August 2017

“I love the next shiny thing, so TAB keeps me grounded and focussed.”

When you hear that someone has moved from being a bank manager to owning and running a recruitment business, you might think that's quite a change in direction! But Darren Aggasild, owner of Rose Recruitment explained “Banking is a selling industry now, and about customer service, and that's just what recruitment is – just a different ‘product’ to sell.”

After his business degree, Darren's first role was in banking. He stayed in the sector for 6 years until he was head hunted to go into recruitment by one of his customers. For the next few years Darren held Senior Positions with established agencies in Aberdeen. He was then tasked with opening up Adecco in Aberdeen from scratch. Where he had 4 successful years.

In 2015, Darren had the opportunity to buy Rose Recruitment from the then current owner who was looking to exit. At the time the business turnover was about £500k and in need of some modernisation in terms of moving online and making it more procedural to enable growth. The business last year posted a seven figure turnover result giving them a 48% increase on the previous year.

Just as Darren was buying the business, hard times came to Aberdeen as the oil crisis hit. Darren had been through tough times before but it turned out to be much worse than he thought. people were being made redundant and some of the key sectors for Rose were badly hit.

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Darren said "Recruitment was still happening but in different industries, so we had to be resourceful and we changed our focus to the construction and hospitality which really helped us through the recession."

Despite nearly going under in his first six months due to huge bad debts he had inherited, pure grit and determination got Darren through. At the time, Darren had a young child so stress levels were pretty high.

Two years into his business, Darren came across The Alternative Board. He was feeling isolated and needed someone outside the business to talk to and didn't want to keep taking his troubles home.

"TAB has helped me with some delicate issues I'd been shying away from, or just wouldn't have thought to address," shared Darren. "I was constantly fighting fires but now I have the right people and procedures in place, I have been able to book to go away in the Summer for 3 weeks and I know the business will be fine without me."

Darren is a self-confessed 'dreamer' and is pleased that TAB reigns him in and gives him the focus he needs to move his business in the direction he really wants to go. With an ambition to open branches in other cities around the UK, Darren feels the work he's done with TAB has given him a blueprint for that future growth.

It's interesting how TAB has had an impact on Darren's home life too. Darren's fiancé appreciates how TAB has helped keep him grounded and she knows that he is now encouraged to think about the implications of his actions, taking away previous stress and worry.

"Aside from the business impact the TAB has made, and continues to make, I've developed some great new friendships in my other TAB board members. They are such a diverse group but all going through the same types of issues as me," concluded Darren.

“ Giving 4 hours a month to a TAB Board is no time at all compared to the time wasted getting things wrong and having to put them right!”



About The Alternative Board

The Alternative Board (TAB) believes that every business owner deserves for their business to deliver for them what they want out of life. Through a combination of peer advice and business coaching we help our members achieve this. Members meet monthly to learn from one another's successes and mistakes to grow their businesses.



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