

Large Mechanical Equipment Manufacturer

MTS-UK CASE STUDY

AT A GLANCE

Challenges

- Rapid recruitment scale up
- Lack of stakeholder engagement, due to acquisitions
- Lack of recruitment processes

Benefits

- Implemented robust recruitment processes
- 90% of roles filled within 8 weeks with a £45,000 saving
- Restored confidence in stakeholder engagement

CHALLENGE

The business was entering a period of change, a rapid scale up of Mechanical Fitters was needed as the business grew through several acquisitions.

SOLUTIONS

A consultation between stakeholders took place to really understand the business, the vision and to bring 'the job to life'. Supported by the deep dive engagement were able to use a mix of technology, consultative questioning and coaching to scale up quickly. Utilizing our team of expert recruiters who successful sourced candidates that were not on job boards.

We prioritized weekly interview slots, supported by weekly HR & stakeholder Teams call and monthly site visits.

BENEFITS

Benefits One

An immediate saving of £45,000 on recruitment spend.

Benefits Two

90% of the roles filled within 8 weeks.

Benefits Three

A stronger in-house talent strategy, reducing their dependency on agencies by working in Partnership with MTS-UK.



"MTS-UK and Pioneer Selection provide an excellent service to the all Hiring Managers within the Maintenance community; they are quick to submit CVs for roles and the match to the role is always a good fit this is due to the good understanding they have of the roles we have and our internal processes." HR Manager"

HR Manager