

Large FMCG Poultry Manufacturer

MTS-UK CASE STUDY

CHALLENGE

A client whose challenge was attracting talent to their rural site, coupled with an immediate scale up of 30 Maintenance Engineers. Having exacerbated their limited talent pool and with agencies having limited success there was an increased pressure on the engineering department. As a poultry manufacturer the perception around working in a Slaughterhouse became difficult to attract talent.

Aside from the recruitment drive, we also looked at improving their EVP piece.

SOLUTIONS

We prepared a candidate analysis, highlighting active, passive, and inactive talent pools locally. We met on site with key stakeholders to challenge their current processes whilst presenting a competitor analysis on the region.

We uncovered key selling points that had not been emphasized through previous recruitment campaigns. Examples included; competitive training, development and succession planning opportunities. Through engagement and coaching we created a new recruitment policy, an employer branding refresh, strengthening their EVP, together with increased remuneration

BENEFITS

Benefits One

30 roles filled with a saving of £68,000

Benefits Two

Created a new recruitment policy and brand refresh, coached stakeholders on new process.

Benefits Three

Increased remuneration by an additional £5,000 following a competitor analysis, creating stronger attraction and retention rates

AT A GLANCE

Challenges

- Rapid scale up of 30 Maintenance engineers
- Agencies under-performing
- Rural Location
- No EVP
- Archaic recruitment processes

Benefits

- Increased & Improved brand awareness
- Retention rates increased
- Overall increased efficiencies



"I wanted to take a moment to express my sincere gratitude for the exceptional service and partnership provided by MTS-UK. I have had the pleasure of working with your team for just over a year now, and I can confidently say that our partnership has been instrumental in the success of our business. The team has demonstrated a deep understanding of our organisation's culture, values, and hiring needs. You have consistently provided us with highly qualified candidates who not only have the necessary skills and experience but also fit well with our company culture and values.

What really sets them apart from other recruitment agencies is your personalised approach to working with clients. Your team takes the time to understand our unique needs and challenges and works closely with us to develop customised hiring strategies that align with our goals and objectives. I have been consistently impressed with the level of communication and support provided by your team throughout the recruitment process. Your team is always available to answer our questions, provide feedback, and offer guidance and advice when needed.

Thanks to your hard work and dedication, we have been able to build a highly talented and motivated team that has helped our business grow and thrive. Thank you again for your exceptional service and partnership."

HR Manager