

Collins McNicholas

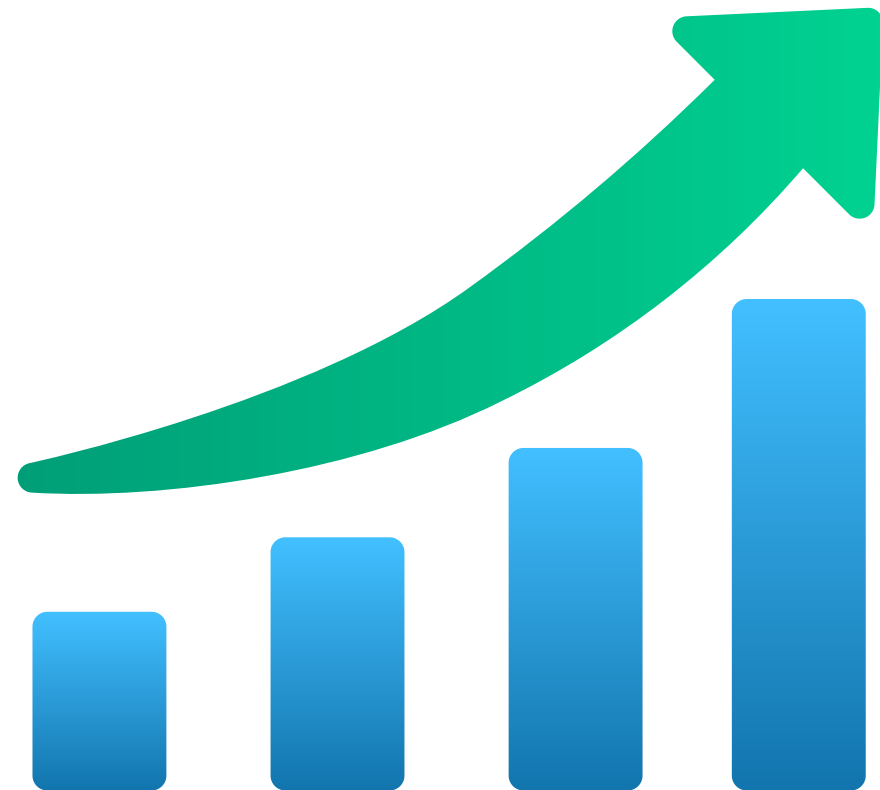
Recruitment & HR Services Group

Talent Partner™

Recruitment Process Outsourcing

**FULLY OUTSOURCED RECRUITMENT SOLUTION FOR A
CONTRACT LABORATORY SOLUTIONS COMPANY**

CASE STUDY



INTRODUCTION

Collins McNicholas formed a partnership with a leading provider of contract laboratory solutions based in Galway and together, they carried out a comprehensive recruitment process to source and hire **10 Chemistry and Microbiology Analysts**.

The company selected Collins McNicholas as their '**Talent Partner**' to fulfil their hiring requirements through **recruitment process outsourcing (RPO)**.

"COMPETITION FOR TALENT IN THE MEDICAL DEVICES SECTOR"



REASONS FOR CHOOSING 'TALENT PARTNER'

The scarcity of qualified professionals with expertise in the specialised areas (food, environmental, medical device, biopharmaceutical and pharmaceutical sectors) presented a considerable obstacle for the company.

The company recognised the **challenges associated with recruiting these highly sought-after technical professionals**. The extensive knowledge and network of Collins McNicholas in this specialised field of recruitment made them an ideal partner to navigate this complexity.

By enlisting the expertise of Collins McNicholas, the company sought to leverage a deeper understanding of the industry landscape while accessing a **wider pool of suitably qualified candidates**.

An added complexity to the project was 12 weeks of training required in Galway. Following this, employees would be relocated to one of the client sites in Ireland.

Outsourcing recruitment to Collins McNicholas helped streamline the hiring process and ensure a targeted approach to identifying individuals with the requisite qualifications and experience.



"EXTENSIVE IN-HOUSE CANDIDATE DATABASE"

TARGETED TALENT ATTRACTION STRATEGY

Technology-driven solutions to streamline the hiring process included the following:

- **Targeted advertising to job boards** – Indeed, Irish Jobs and LinkedIn
- Targeted searches using **extensive in-house candidate database/CRM** technology
- **Professional networking** using LinkedIn
- **Google Ads** campaigns
- **Social media** campaign
- **Employer branding** showcasing the company culture, values and benefits
- **Talent pipelining**



"LIMITED TALENT POOL"

WHAT ARE THE CHALLENGES WHEN HIRING NICHE SKILLS IN VOLUME?

Finding a sufficient number of qualified and available candidates willing to relocate within a short amount of time can be difficult. Skilled professionals with the required expertise and experience may be scarce, especially in specialised roles such as these.

Without adequate experience and knowledge, a tight timeframe can limit the time available for thorough candidate evaluation and lead to the risk of compromising on quality.

- Sourcing a limited talent pool within a short timeframe
- Specialised niche skill set
- Competition and a tightening employment market
- 12 weeks of training required in Galway followed by a relocation elsewhere

"MARKET ANALYSIS, PROVIDING INSIGHTS, AND BENCHMARKING"

WHAT ARE THE STAGES OF TALENT PARTNER?

As an RPO solution, **Talent Partner** effectively addressed each of the company's challenges with:

- A dedicated account team
- A mutually agreed Service Level Agreement (SLA) and 'Statement of Work'
- Implementing custom marketing and advertising campaigns
- Conducting market analysis, providing insights, and benchmarking services
- Daily updates and weekly reports on recruitment activity shared with the HR team
- Conducting candidate screenings, initial interviews and post-offer candidate support
- Providing a comprehensive onboarding programme
- High-touch candidate and client engagement throughout the entire process
- 'Three Touchpoint Aftercare Programme' - check-in call with each placed candidate on the first day, first week and first month in the new role



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01

10 x Chemistry and Microbiology Analysts **successfully sourced within a 12-week timeframe.**

02

A consistent, structured and standardised approach in evaluating candidates ensured **fair, impartial and well-informed hiring decisions resulting in a talented and diverse team.**

03

Based on the success of the partnership, the company chose to work with Collins McNicholas again, this time using our **Talent Plus** retained search solution to source a **Director of Managed Services.** The company continues to work with Collins McNicholas to support them through their continued growth.

THE RESULTS

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