



Collins McNicholas
Recruitment & HR Services Group



EDWARDS



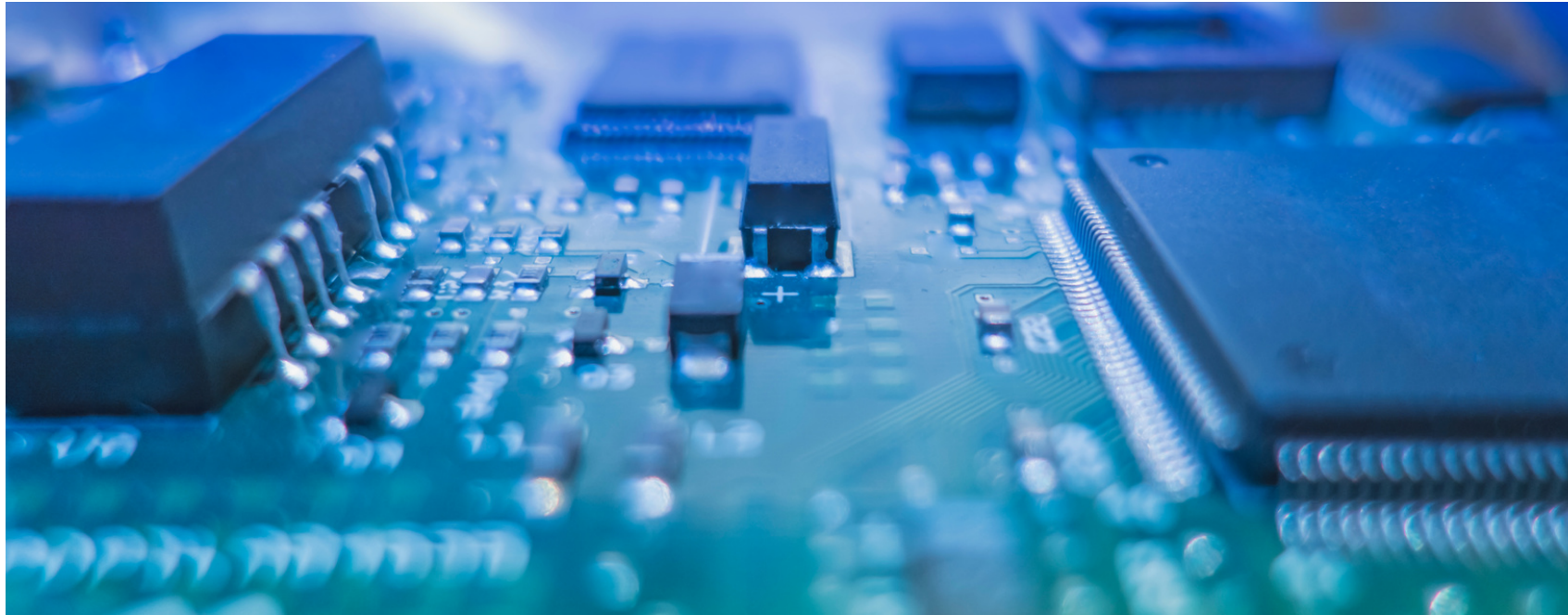
Talent PartnerTM
Recruitment Process Outsourcing



Talent FlexTM
Temporary Workforce Solutions

**RPO & TEMPORARY RECRUITMENT SOLUTIONS
DELIVERED TO EDWARDS**

CASE STUDY



INTRODUCTION

Collins McNicholas partners with **Edwards**, a global leader of vacuum engineering and abatement technologies. The company is headquartered in the UK and employs 8,000 people worldwide. Collins McNicholas worked with Edwards to support the recruitment ramp-up and set-up of their operations in Ireland. '**Talent Partner**', our RPO solution, was chosen for **Phase 1** of recruitment for the new **Service Technology Centre (STC)** and '**Talent Flex**', our temporary recruitment solution, was used for **Phase 2** of hiring for their **Customer site**. The successful hires support Edward's semiconductor business.

PHASE 1
Talent
Partner

PHASE 2
Talent
Flex

THE BRIEF

PHASE 1/TALENT PARTNER

- Management of the end-to-end recruitment process for a high-volume scale-up at the Edwards' new STC in Dublin 15.
- Source talent across engineering, supply chain, manufacturing, HR & Admin for all permanent jobs
- Manage interviews and offers for up to 100 employees within 12 months
- Seconded a team member to provide full-time recruitment and HR admin support.
- Ongoing recruitment and weekly on-site support

PHASE 2/TALENT FLEX

- Services were extended to supply, manage and maintain a temporary agency workforce, including payroll for a ramp-up of services at Edwards' Customer site in Leixlip.
- Sourced, hired and managed on an ongoing basis 60+ agency staff within six months

"PARTNERSHIP APPROACH"



EDWARDS' REASONS FOR CHOOSING A RANGE OF RECRUITMENT SOLUTIONS WITH COLLINS MCNICHOLAS

Edwards required a partnership approach for the recruitment support of their **two sites** in Ireland. Candidates with skills and experience from a **range of disciplines** were to be sourced with very **tight deadlines**.

Recruiting and retaining a pool of suitable candidates in today's **highly competitive market** is not only challenging but time-consuming, especially when **new to the Irish market**. For Phase 1, Talent Partner was the ideal solution for Edwards, having no physical presence in Ireland. The Company required **local knowledge** and **insight into salaries, talent availability and compensation and benefits packages**, as well as **employer branding support** which our RPO solution, Talent Partner, provides.

In Phase 2, recruitment coordination was necessary to manage **planned and possible unplanned spikes in demand, headcount challenges** and **payroll services**. A flexible, temporary solution such as Talent Flex would allow Edwards to **scale its business quickly** and **cost-effectively**, with **minimal commitment**.

To support Phase 1 and 2, Collins McNicholas supplied a dedicated recruitment team, onsite support, marketing and payroll services to ensure recruitment targets and ambitious hiring timelines would be delivered.



"MICROSITE AND DUAL-BRANDED MARKETING CAMPAIGN"

COLLINS MCNICHOLAS' TARGETED TALENT ATTRACTION STRATEGY INCLUDES:

- A dedicated **microsite and dual-branded marketing campaign** to build brand awareness and encourage engagement
- Advertising jobs on **targeted job boards** and search engines – Collins McNicholas Website, Indeed (Sponsored Campaign), Irish Jobs and LinkedIn
- Targeted searches using **in-house candidate database/CRM** technology
- **LinkedIn** targeted headhunting
- **Google Ads** campaign
- **Social media** campaign
- **Webinar series** and online career events hosted



"LOCAL INSIGHT"

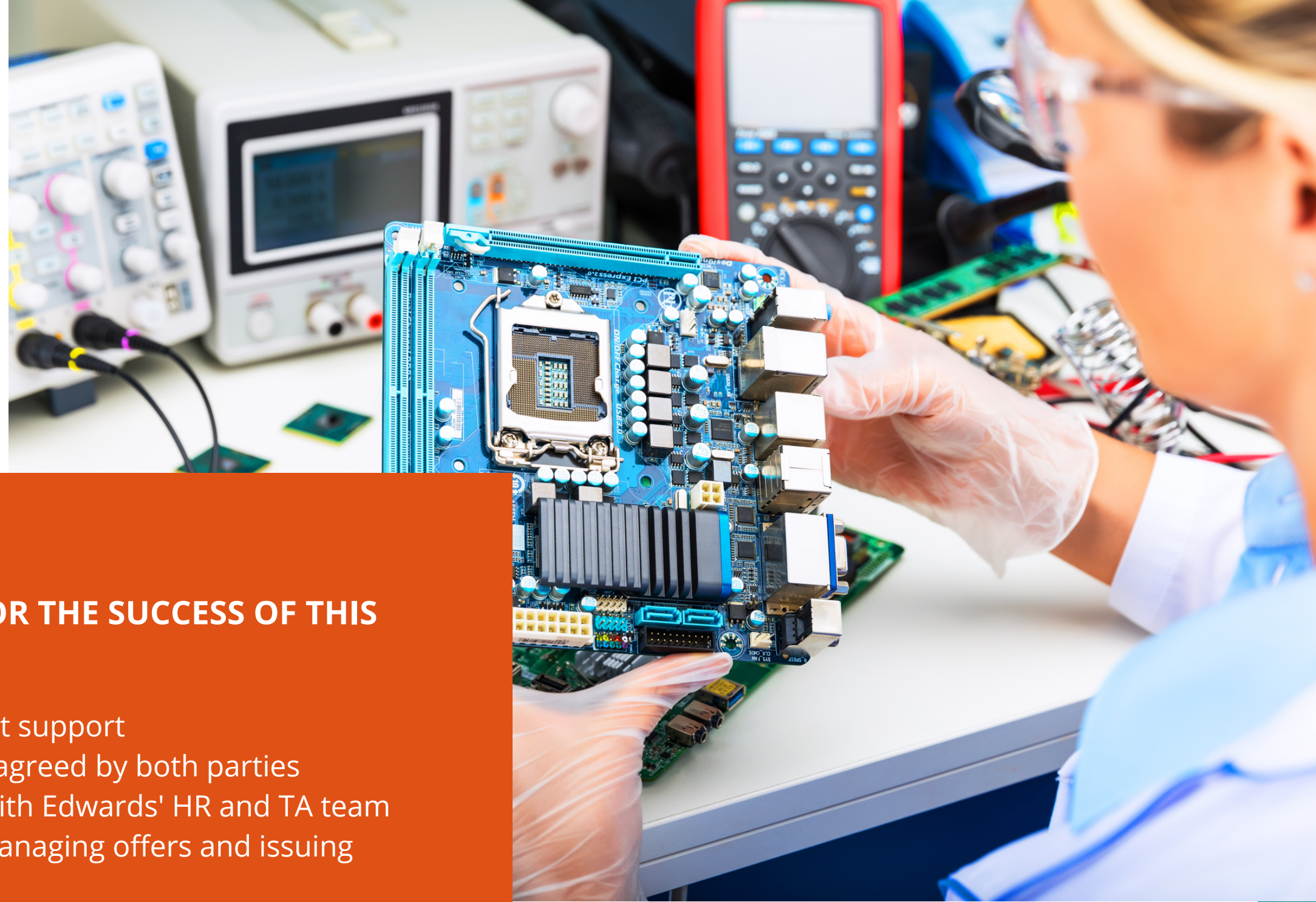
WHAT ARE THE CHALLENGES WHEN HIRING IN HIGH VOLUME ACROSS A RANGE OF DISCIPLINES?

Recruiting a skilled team of 100 engineering, technology and support staff, along with 60 temporary agency staff with onboarding intakes varying in volume, required a bespoke hiring campaign.

Finding and attracting candidates for 12-month contract roles, with some roles involving shift hours, can be particularly challenging without an in-house database of active candidates and local recruitment team.

- Short timelines to hire
- Highly specialised skills
- Contract roles
- Shift working hours
- Entry-level salaries
- Tightening employment market
- No brand or physical presence in Ireland
- No local insight

"ONSITE RECRUITMENT SUPPORT"



WHAT DID OUR RECRUITMENT SERVICES INCLUDE FOR THE SUCCESS OF THIS PROJECT?

- A dedicated account team, including an onsite recruitment support
- A Service Level Agreement (SLA) and 'Statement of Work' agreed by both parties
- Daily updates and weekly recruitment activity reporting with Edwards' HR and TA team
- Screening, written assessments, conducting interviews, managing offers and issuing contracts
- Candidate aftercare and onboarding programme
- Market analysis, insights and benchmarking
- Ongoing custom marketing and dual-branded advertising campaigns
- Integration with our ATS and CRM system
- High-touch candidate and client engagement throughout the process
- Employee engagement programme
- Ongoing payroll services

Talent Partner™

Recruitment Process Outsourcing

Talent Flex™

Temporary Workforce Solutions



01

02

03

THE RESULTS

100+ successful new permanent starters were hired within a 12-month timeframe for the Edwards' STC operational set-up at their new facility in Dublin 15.

60+ temporary agency workers hired and successfully maintained onsite for the Customer site in Leixlip with ongoing management.

Collins McNicholas **continues to work as a trusted partner** with Edwards' hiring team as the Company continues its operations in Ireland to support its customers in the semiconductor industry in Ireland and across Europe.

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