

Case Study

Project Based Contract
Recruitment

The Customer

A leading communications,
electronics and electrical
engineering company



This organisation is one of the most successful communications, electronics and electrical engineering companies in the world. They pride themselves on having been at the forefront of innovative solutions for both business and domestic markets, for over 150 years. With over 400,000 employees in 190 countries this is one of the few truly Global Companies.

The Business Issues

A Division of this Company successfully won a number of large high profile UK based projects. Failure to meet the requirements of their customer's contract would have led to a significant commercial impact for the company.

In order to deliver the agreed levels of service within the contractual time frame, the company needed to bring in additional contract resources.



Glotel Solution

Glotel analysed both the company's resource needs and business objectives, developing a resource plan that demonstrated the need for over 50 contractors and 3 Project Managers, on a UK wide basis over a period of 6 months.

Glotel's contribution :-

- Established project needs.
- Advised on recruitment processes.
- Produced detailed benchmarking & cost analysis.
- Designed and controlled a national recruitment advertising campaign.
- Filtered 400 CV's via telephone screening.
- Conducted 141 face to face interviews alongside the customer in multiple UK locations.

- Provided full reference checking.
- Provided feedback and advice to the customer on the suitability of each candidate.
- Attended regular formal performance reviews.

The success of Glotel's involvement in this project has lead directly to a continued requirement for Glotel to: -

- Recruit additional Contractors
- Conduct on-site induction days in conjunction with the Company.
- Provide a comprehensive contractor feedback process.
- Provide on-going contractor care.

Business Benefits

Glotel were able to bring 4 key benefits to the company.

1. Outsource

Complete outsourcing of the Temporary/Contract Recruitment & HR function – thus saving the customer both time, resources and reducing overall cost.

2. Delivery

Improved quality of candidates through advice on interviewing techniques and an improved induction process.

3. Reduced time & cost

Acquisition of the right skills at the right time, ensuring project completion to the agreed timescales and complete customer and end client satisfaction.

4. Satisfying the customers

Provision of skilled resources ensures the company met all contracted project milestones.

Customer Requirement

- 55 IT Contractors
- 5 Project managers

Glotel Delivery

- 55+ Contractors
- 5 Project Managers

Result

100% success over project lifetime.

Client Testamomial

'I instructed Glotel to handle an end to end recruitment project. They found me candidates to interview who were all available immediately and of a really high standard.'

'Glotel has now recruited over 55 contractors for the Company, and has an excellent understanding of the type of contractor required to fulfil the role. Recently [Glotel] have interviewed on our behalf using the questioning techniques they developed to bring out

more information regarding the candidates experience during the interview process.'

'The Glotel team are helpful and flexible and make the recruitment process as smooth as possible.'

HR & Training Consultant