

The Client

- Pharmaceutical Manufacturer, supplying throughout the world
- Wiltshire-based.

The Challenge

1. Our existing client required **50-80 staff members** at a new, second site
2. Owing to the Covid Pandemic, we had to **deliver the quality and quantity of staff very quickly**. The client's **substantial NHS contract** was dependent upon recruiting new staff to deliver on time
3. We were **pitching for this contract against 3 other agencies**.

Steps to Success

1. We **mitigated all risks via a detailed meeting with the Production Manager**
2. All staff had to be trained 35 miles away from the permanent site, over a 4-6 week period. This could have been a barrier to success, but we overcame this issue by:
 - **utilising our strong and loyal pool of candidates from the best public transport locations**; and
 - **using our local knowledge and contacts**, we were able to target candidates from a recently closed manufacturing business, many of whom had over 20 years' experience in manufacturing.

Outcomes

1. 150 staff were registered within 4 weeks
 2. During peak production, we delivered 100-110 staff per day
 3. The majority of our staff were able and willing to work overtime and at weekends to support this critical project
 4. Our client succeed in filling their NHS contract, which was then renewed.
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Case study

Candidate feedback

**It's the second time I've been hired by them.
Always very attentive, correct payments and
good service whenever we need it**

**Such a lovely and supportive
company, they're worth working
for!! :)**

Post-project

- Our client offered permanent contracts to around 20 of the staff
- We continue to support the client with their temporary, temp-to-perm and permanent recruitment.

For more information . . .

For more information about this case study and to find out how we can help you, please contact:

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