

## The Client

- A large international manufacturer, producing containers for numerous industries
- Wiltshire-based

## The Challenge

Our client had an unexpected **3 million product back-log**, which could result in site closure. We already provided up to 15 12-hour shift workers each day. **Our mission was to recruit another 50 staff members**, for Monday-Friday shifts.

## Steps to Success

1. Liaising with our client's HR manager, we ran a 4-week recruitment campaign to ensure 100-125 candidates were registered
2. This guaranteed 50 of the most suitable candidates were selected
3. As a temporary role, we knew not all candidates would be available by the end of the process; we ensured a pool of suitable candidates were ready to step in to meet the 50-person target
4. We project managed an on-site induction process along with the production shift managers and trainer; ensuring a smooth start to their first day at work the next day.

## Outcomes

1. The 50 temporary **staff target was achieved on time**
2. Our **staff worked tirelessly for the client, including overtime** during the week and weekends, from September to December
3. **The backlog of 3 million products was reduced** to c.250k, which was a normal level for their business. **The risk of the plant closure became a distant memory**
4. The client provided a **Christmas bonus to a select number of temps** who had gone above and beyond through this period.

## Post-project

This successful recruitment campaign helped to build our positive relationship with this highly valued client. We have since recruited for their temporary, temp-to-perm and permanent staff.

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# Case study

## From the HR Manager

We have been working with Nextgen for over 10 years. The team are exceptional at finding solutions even under the toughest and most demanding circumstances.

As our business is incredibly flexible, we need our temporary workforce to be just as flexible and this is managed admirably by the Nextgen team.

The communication with the team is great and there never seems to be a challenge too big or too small. I look forward to many more years working with the team from Nextgen.

## Candidate feedback

To be honest it's the most friendly and communicative agency that I meet. They are trying to find proper places for you to work, taking in consideration your demands. Every issue that you will have, they will sort it in the blink of the eye. Would recommend every time.

One of the best agencies in the town for temping. Brilliant with communication, dealing with pay and great bookings overall. Team of consultants are nice, warm people.

They place you in interesting, diverse places and are flexible on your demands and other commitments. Highly recommend.

## For more information . . .

To discover how we can help you, please contact:

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