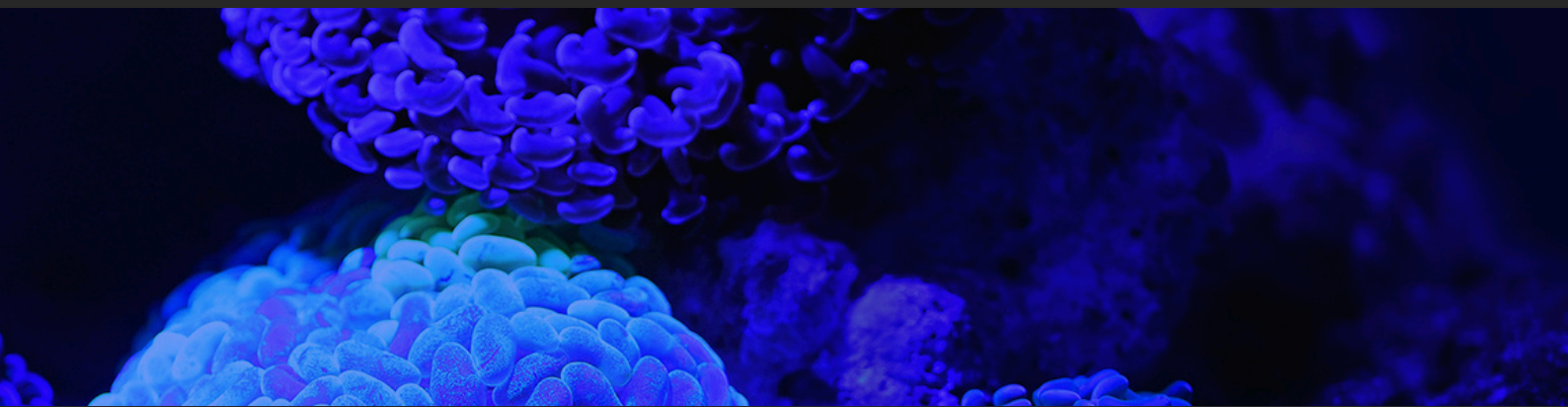




# CASE STUDY

Production and Warehouse Manager



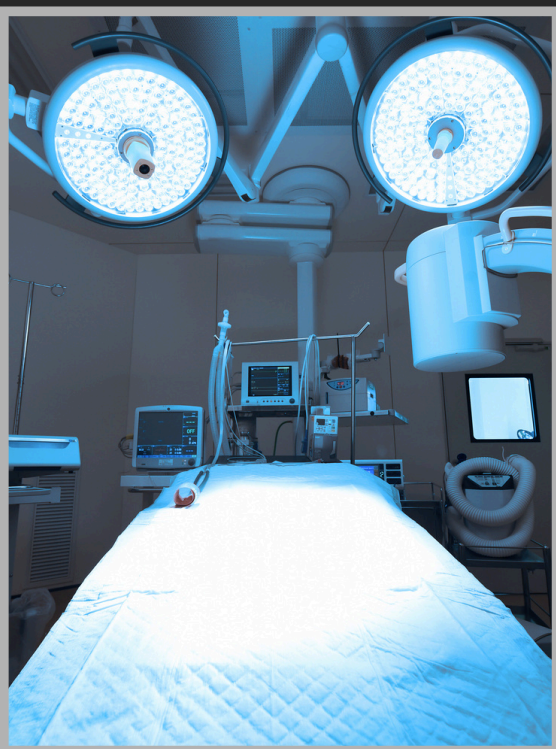
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# OVERVIEW

In the highly regulated and competitive medical device manufacturing industry, finding the right production manager is crucial for maintaining product quality, ensuring compliance with stringent regulations, and optimising operational efficiency.

## THE OBJECTIVE



Recruitment of a new position within the company to manage production and warehousing sites and staff.

This was to be done through a retained model, ensuring a strategic and tailored process that led to a long-term, high impact hire.

# CLIENT BACKGROUND



Our client is a family run medical device manufacturing company with a focus on developing and delivering innovations that put the patient at the heart of everything they do. The Head Office is based in High Wycombe, Buckinghamshire where they proudly develop, manufacture and market key medical devices both nationally and internationally.

## CHALLENGES FACED BY THE CLIENT

### **Traditional Recruiters:**

The company had engaged extensively with traditional recruiters in hopes of finding suitable candidates, yet unfortunately, yielded no success or fruitful outcomes.

### **Limited Candidate Pool:**

There were only a small handful of candidates initially put forward for consideration, and they also experienced the unforeseen circumstance of one candidate unexpectedly withdrawing from the process quite late, leaving the client with even fewer options than anticipated.

## THE SOLUTION

We began the process by meticulously crafting a comprehensive brief outlining the specific skills, background, and attributes we sought in potential candidates. This marked the inception of a highly transparent and collaborative relationship wherein we worked closely with the client to finalise a shortlist comprising of quality candidates who were intimately familiar with the company's ethos and the precise requirements for the role.

# THE RETAINED RECRUITMENT MODEL

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## THE RECRUITMENT PROCESS

### Requirement Analysis

We initiated the process by conducting a thorough analysis of the clients needs, understanding the company culture and defining the attributes required in their ideal Production Manager

### Candidate Identification

We reached out to our extensive network and industry contacts to identify potential candidates with the right combination of experience and skills

### Targeted Outreach

Confidentiality was maintained through discreet outreach to potential candidates, presenting the opportunity in a professional and mature way

### Rigorous Screening

Candidates who expressed interest underwent a rigorous screening process, which included in-depth interviews, validation of references and competency based questioning

### Client Interviews

The client conducted interviews with the shortlisted candidates, assessing their fit within the company. We worked with the client to construct a two stage validated process to fully interview the candidates which also gave the interviewees the opportunity to meet the wider team, see the environment and experience the company culture.

### Feedback

We conducted in-depth de-briefs and was able to deliver comprehensive feedback to both candidate and client

### Offer Negotiation and Closure

We controlled the offer negotiation and ensured that the selected candidate's expectations aligned with the clients salary and benefits package

Work with both client and candidate while working the notice period and ensure all onboarding activities were completed in a timely and correct fashion

# OUR APPROACH

Crafting the detailed brief emerged as pivotal in fostering a cohesive and unified vision of the objectives. The client found it particularly beneficial that we prioritised extensively pre-qualifying candidates against the brief; this approach instilled in the client a heightened sense of assurance in the capabilities of each individual on the carefully curated shortlist.

# THE RESULTS



Through the retained recruitment model, we successfully found a candidate who met all the necessary qualifications.

Their excellent fit with the company culture and long-term vision has made them an invaluable addition to the team.

We achieved successful placement for the role in just over three months, even with the interruption of the Christmas period. This expedited timeline enabled the client to initiate a critical change management project sooner than originally anticipated, thereby accelerating their organisational progress.

# CONCLUSION

Recruiting a new production & warehouse manager through a retained model enabled our client to make a strategic and tailored hire. This approach provided a confidential and efficient process for identifying a specialised candidate while aligning with the company culture and long-term goals. The successful recruitment not only met the immediate needs of the client but also contributed to them completing projects sooner than anticipated.



# CLIENT FEEDBACK



## TESTIMONIAL

“We have found Harris Lord to be a valued partner for our recruitment, especially for new or challenging roles – in particular their approach to this role was focussed, timely, transparent and very successful.”





# THANK YOU!



## CONTACT US

GET IN TOUCH TODAY TO SEE HOW WE CAN HELP YOU!

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