engineering by MURRAY

CASE STUDY

THE CLIENT

JCB

Departments

- Power System Division
- Power Products Division

Points of contact

- Chief Engineer
- Principal Mechanical Systems Engineer
- Principal Mechanical Development Engineer.

THE CHALLENGE

JCB are running a ground-breaking hydrogen engine development programme that sits at the cutting edge of the automotive and green-tech industries.

Access to specialist engineering resource is, naturally, seen as a key component of delivery, budget management, brand credibility and ultimately a successful international market launch. JCB had identified a series of personnel challenges with the potential to affect all of these, citing the limitations of their existent recruitment providers as a major barrier.

In an initial scoping call, it was established that, not only had, candidate quality and relevance been poor, but volume was insufficient to meet their manpower requirements. JCBs priority was to identify a specialist engineering provider that as well as understanding their needs, could genuinely deliver them. Our team were able to evidence their successful track record and niche expertise which resulted in JCB appointing Engineering by Murray in 2022 for both contract and permanent recruitment needs.

ROLES WE RECRUITED FOR - CONTRACT & PERM

- Principal Mechanical Engineer
- DVP Engineer
- Mechanical Development Engineer
- Principal Fuel Systems Engineer
- Principal Electrical Engineer
- Senior Hydraulic Engineer
- Hydraulics & Embedded Systems
- Controls Engineer
- Mechanical Systems Engineer
- Propulsion Engineer
- Component Engineer
- Senior Systems Engineer
- Control Systems Engineer
- Hydraulic Design Engineer
- Principal Test & Development Engineer
- Calibration Engineer

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THE SOLUTION

Initially supporting the Power Systems division, we commenced scoping out several technical requirements across the Systems Engineering team. Our due diligence process includes exploring the recruitment landscape with a view to assessing and understanding:

- Why they were having limited success
- The fundamental elements of the role
- Technical background/skills
- How the teams are structured/where gaps are
- The ideal profile and why that is important
- How teams work and interact
- Demands & expectations of an engineer's performance
- Consultation around the interview process and working arrangements

In addition, our team undertook market mapping activities to understand the process performance and staffing structures of JCB's competitors. This information was used to advise JCB on how to improve their own processes and packages to attract qualified talent in the market. This insight also improved efficiencies across conversion rate, candidate experience and time to hire ratios.

After notable success within the Power Systems division, our team were personally recommended to the Global HQ R&D team to support with an embedded systems and hydraulic control development project. Upon successful delivery we were then referred to the Hydraulic Design team, Project Engineering, Propulsion Engineering, Calibration & Mechanical Development teams. Also, at Global HQ. Finally, we were invited to support in the permanent hiring strategy of principal and senior engineers, and referred onto the Power Products division to help with their additional requirements.

Since then, we have been recommended to the Power Products business who are building out their Mechanical, Electrical & Test & Development teams at Principal and Senior level. Three out of five roles we were initially briefed on have been filled and as was the case with Power Systems, the existing recruitment supplier base supporting Power Products was unable to fulfil the requirements with the right volume and quality of candidates.

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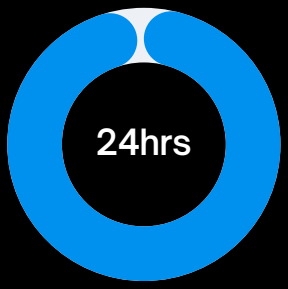
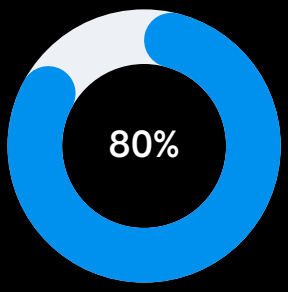
CASE STUDY

CAMPAIGN STATISTICS



We delivered a minimum of **three CVs** within **24-hours** for every vacancy.

4-day average time to hire on contract roles with a **one stage process.**
14-days for permanent roles in a **two stage process.**



80% of candidates sent to hiring managers were **invited to interview**

JCB briefed us on 35 contract and permanent vacancies to be delivered in a specific timeframe. Within this, **we successfully filled 27 (77%)** of the roles. The remaining 8 were initially scoped as contract requirements but, due to a shift in need, have been converted to permanent.

WHAT JCB SAY

"Having produced results efficiently and accurately, I had no hesitation in recommending Chris and Murray McIntosh to other areas of the business that were experiencing similar. Chris has continued to support us even though some of the roles we initially briefed him on have been to converted to permanent from contract roles. He has shown real value as a recruitment supplier in being flexible, understanding and delivering in any areas we offer him."

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WHY ENGINEERING BY MURRAY?

Driven by **a decade of specialist recruitment delivery**, our team have a proven track record and take pride in the range of engineering solutions we have delivered. A large part of that success is testament to the experts that make up our teams. Those within the Engineering by Murray team have a variety of academic and practical experience, from university graduates in mechanical engineering to on-the-job training in some of the roles we've recruited for. The combination of internal expertise means that our teams can fully understand technical requirements, industry processes and client needs to deliver a successful result. Investing in complementary technology also means that we can enhance our knowledge to improve aspects of the process including candidate qualification, diversity in recruitment, search accuracy, CV quality and conversion rates (CV submission to interview to placement).

CONTACT OUR TEAM

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