

# CASE STUDY



**"This was a critical time for JCB and the need to supply a high volume of quality candidates was pivotal to our project's success."**

Matthew Round — Principal Systems Engineer, JCB Power Systems

## ENGINEERING DISCIPLINES HIRED INTO

Calibration

Control Systems

Component Engineering

Cyber

Development

DVP

Electronics

Electrical Design

Embedded Software

Hydraulics

Project Engineering

Systems

## YOU PROBABLY KNOW JCB. BUT JUST IN CASE ...

JCB is one of the UK's largest privately owned engineering and manufacturing companies and the world's third largest manufacturer of construction machinery — most recently pioneering the world's first hydrogen combustion engine for construction equipment. Always looking for a better way.

## THE SNAPSHOT

- **23 engineers placed since 2022**
- **4 CVs per role within 24 hours**
- **3 in 4 candidates interviewed**
- **4 days to hire average**
- **100% assignment completion since 2024**

## A CRITICAL PROGRAMME & TIGHT TIMELINE

JCB's Power Systems division had a specific and pressing requirement. Engineers were needed to support the development of the hydrogen combustion engine — a £100 million programme with no margin for delay. The roles were highly technical, the candidate pool was narrow, and previous recruitment efforts had not delivered at the pace or quality the project demanded. The requirement was straightforward: find the right engineers, quickly, and get them working.

## AN ENGINEER BEHIND EVERY BRIEF

Chris Nelson, who leads Murray McIntosh's engineering practice, holds a degree in mechanical engineering and has worked as an engineer. When JCB's hiring managers described what they needed, Chris understood the specification without it needing to be translated — reducing the time between brief and shortlist considerably. Before submitting CVs, Chris and the Engineering Team work through a structured process with the hiring manager: understanding why previous searches fell short, defining technical and personal requirements, assessing team structure, and mapping the candidate market.

## TRUSTED ACROSS THE JCB GROUP

The partnership began in Summer 2022. Between December 2022 and May 2023, twelve contractors were placed into JCB's Power Systems division — supporting the hydrogen engine programme at a stage when engineering resource was critical. The referrals that followed came from hiring managers, not from Murray McIntosh's own outreach.

Introduced to JCB HQ, the team has since worked across the JCB group on various project-related activities spanning Power Systems and Power Products, with the relationship also extending to permanent hiring at principal and senior level. Twenty-three engineers have been placed across three business units since 2022.

## TECHNICAL SKILL AND CULTURAL MATCH

JCB's engineering programmes require engineers who can work effectively within established teams and adapt quickly to JCB's ways of working. Each candidate is assessed against the personal and team considerations provided by the hiring manager, not just the technical specification. Since 2024, every contractor placed has completed their full assignment duration.

## FROM HYDROGEN ENGINEERS TO CYBER SECURITY

Murray McIntosh has placed engineers across some of JCB's most technically demanding programmes:

Calibration engineers optimising engine performance and emissions output across dyno test environments and engine management systems.

Embedded systems and cybersecurity engineers working on the software architecture of JCB's connected machinery, ahead of EU Cyber Resilience Act requirements coming into force from 2027.

Software engineers developing the graphical user interface for tractor cabin dashboards — the controls and displays operators use directly in the field.

Test and validation engineers ensuring machines meet safety and performance standards across both hydrogen-powered and diesel product ranges.

As JCB's net zero programme has expanded to include electric machinery and advanced Stage V diesel technology alongside hydrogen, the disciplines required have broadened in step.

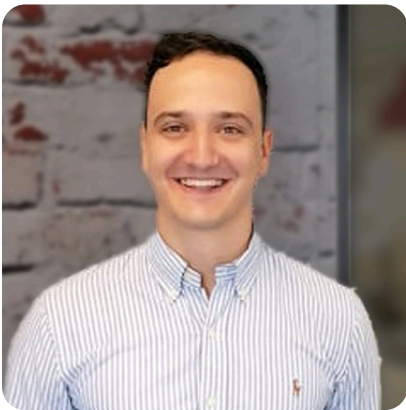
## MESSAGE FROM JCB



"Chris' first-hand experience of working as an engineer and being educated to degree level in mechanical engineering undoubtedly allowed him to understand the requirements of the engineering roles at JCB. This pace of recruitment support is greatly appreciated and allowed the recruitment project to process at speed and with the correct messaging. This was a critical time for JCB and the need to supply a high volume of quality candidates was pivotal to our project's success. 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."

Matthew Round — Principal Systems Engineer, JCB Power Systems

## GET IN TOUCH



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