

CASE STUDY



Client: JCB

Positions: 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.

Points of Contact: Chief Engineer, Principal Mechanical Systems Engineer, Principal Mechanical Development Engineer.

THE CLIENT

JCB (J.C. Bamford Excavators Limited) is a British multinational manufacturer of heavy equipment based in Rocester, Staffordshire, England.

JCB makes a wide range of construction, agricultural and industrial machinery including backhoe loaders, excavators, telescopic handlers, tractors, compactors and generators, sold in over 150 countries.

4 days



4-day average time to hire on **contract** roles with a one stage process.

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



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

THE APPROACH

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:**

- Analyse why previous recruitment efforts had limited success
- Define the fundamental elements of the role
- Identify required technical background and skills
- Assess team structure and highlight gaps
- Outline the ideal candidate profile and its importance
- Clarify demands and performance expectations for engineers
- Provide consultation on 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.

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. 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.



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, understand"

MORE ABOUT MURRAY MCINTOSH

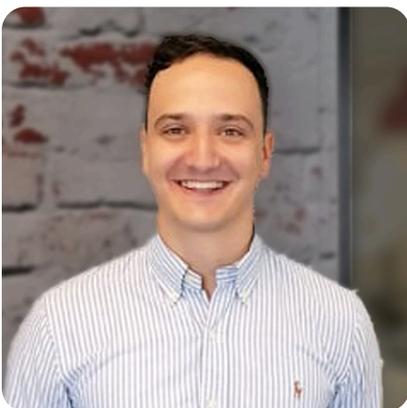
Founded in 2015, Murray McIntosh was established to offer a research-led, specialist recruitment service. Since then, we've earned a reputation as a trusted partner, working with clients ranging from innovative start-ups to global multinationals to secure the talent needed to deliver.

Our Policy, Public Affairs, Strategic Comms & Economics team deliver highly targeted support, backed by genuine insight and sector knowledge. Our consultants are fully equipped to provide a first-class recruitment service.

We also offer strategic, complimentary advice across recruitment process design, employer branding, and workforce planning. Our services cover both permanent and contract recruitment, tailored to meet the specific needs of each client.

We remain embedded in our markets by actively participating in industry events, panels, and working groups, keeping us informed, engaged, and always one step ahead.

GET IN TOUCH



Chris Nelson

Associate Director - Engineering



01184 380 180



chrisnelson@murraymcintosh.com



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