

## Union Industries

Union Industries is a Leeds based manufacturer of high speed doors, industrial curtains and bespoke fabric engineered solutions. They believe in exceeding normal expectations of quality and service, and their customers benefit from a highly trained, skilled and long standing workforce.

### Challenge

With a sporadic approach to recruitment, Union Industries was finding it difficult to attract and retain staff with the required skills and culture. With managers using several recruitment agencies at varying costs, Union Industries needed to work with a partner that understood their requirements, consolidated costs and provided a more consistent recruitment process.

### JAM's Solution

JAM firstly met with the team at Union Industries to gain a thorough understanding of their requirements, the company and the culture within the business. JAM analysed the existing processes, reviewed the challenges faced and implemented the following:

- Market mapping exercise to understand and reach the talent available in the local area.
- Designed and implemented a bespoke and streamlined recruitment process to keep candidates engaged throughout.
  - For senior hires, JAM conducts 1<sup>st</sup> stage face to face interviews close to the Union Industries site. We then meet with the hiring manager to discuss feedback and recommendations.
- Fully transparent and collaborative relationship with Union Industries.
  - Gaining a full understanding of the business strategy and recruitment requirements, allowing for successful planning and talent banking.

### The Results

JAM has now made seven successful placements with the business to date and now work with full exclusivity on all roles moving forwards and consistent fees and process.

*"Recruitment is a nightmare... recruitment companies are piranhas. These are the thoughts that go through my mind when we need new people. I have bounced around from recruiter to recruiter each promising the earth and delivering dirt.*

*When I first met JAM, I expected more of the same, but there was a difference. Our consultant came to our company, looked around, asked about ethos and culture and generally took an interest in what we do. This groundwork paid dividends in the calibre of the candidates he sent me and I have used JAM exclusively ever since."*

*Andrew Lane, Managing Director*

### PROJECT SNAPSHOT



#### CLIENT

- Specialist manufacturer of industrial high speed doors

#### CHALLENGES

- Using multiple agencies
- Sporadic recruitment
- Varying costs
- Inconsistent recruitment process

#### JAM'S SOLUTION

- Site visit to gain understanding into company, culture and requirements
- Market mapping
- Streamlined recruitment process.
- JAM involved in interview process.
- Collaborative relationship

#### RESULTS

- Seven placements to date
- Exclusivity on all future recruitment
- Continued positive relationship