

## Victrex

JAM introduces a streamlined recruitment process to successfully fill 10 roles within seven months.

### Challenge

In early 2017, Victrex was under pressure to fill several engineering vacancies. Working alongside multiple recruitment agencies, Victrex faced a number of challenges:

- Candidates presented to them were not the right calibre.
- Drawn out and inconsistent recruitment processes.

As a result of this, relationships with existing agencies were suffering, with a lack of trust and confidence from the hiring managers.

### JAM's Solution

After connecting with one of JAM's specialist engineering consultants on LinkedIn, the HR Manager at Victrex turned to JAM to initially help fill a Senior Mechanical Design Engineer position.

JAM firstly met with the team at Victrex to gain a thorough understanding of the role 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 recruitment process to keep candidates engaged throughout. This included a two-stage interview process with Victrex, as well as multiple touchpoints with JAM, including a comprehensive candidate qualification, interview preparation, candidate offer management and on-boarding.
- Fully transparent and collaborative relationship with Victrex.

After placing the original Senior Mechanical Design Engineer role presented to JAM, Victrex awarded JAM a further nine engineering vacancies. JAM proceeded to follow the above-mentioned recruitment process for each of these roles.

### The Results

Since becoming a recruitment partner to Victrex, JAM has placed 10 critical roles for the business in just over seven months. Through gathering an in-depth understanding of each of the roles, the business and the culture, JAM could match suitable candidates to the business. These pre-qualified, high quality candidates were then moved through a streamlined recruitment process, resulting in a reduced average time to hire of three weeks.

With this success, Victrex has now awarded JAM a brand new and exclusive engineering project with seven new roles. JAM has already filled two of these positions, with the further five currently in process.

### PROJECT SNAPSHOT



#### CLIENT

- Innovative world leader in high performance polyketone solutions.

#### CHALLENGES

- Quality of candidates.
- Inconsistent recruitment processes.
- Time to hire.

#### JAM'S SOLUTION

- Market mapping.
- In-depth fact finding.
- Recruitment process planning.
- Candidate management from qualification to on-boarding.
- Transparent and collaborative relationship.

#### RESULTS

- 10 placements in 7 months.
- 3-week time to hire.
- Continued positive relationship with new engineering project awarded to JAM.