

Daifuku Logan

Challenge

After working for JAM for several years as part of a PSL, Daifuku Logan turned to JAM in favour of an RPO service offering. As a business, they had been using several recruitment agencies which caused a number of challenges.

Daifuku Logan needed an agency who could free up HR and hiring managers time, upskill hiring managers on interview skills and promote the brand to the candidate community.

JAM's Solution

JAM analysed the existing process, reviewed the challenges and implemented the following:

- On site Account Manager presence – forming relationships with key stakeholders and becoming an extension of the HR function
- Account Management team – team dedicated to recruiting for Daifuku Logan
 - Recruitment process design and implementation
 - Manpower planning with senior leadership team
 - Tailored business reports
 - Regular review meetings with HR and hiring managers
- Implementation of a PSL to manage and reduce recruitment costs moving forward
- Full migration of all direct contractors to ensure current legislative compliance
- Thomas International psychometric profiling on all recruited candidates
- Applicant Tracking System – Time to hire tracking against managers and HR
- Interview training for all hiring managers
- Employer branding solutions which included a candidate attraction pack and interview preparation pack

The Results

JAM has placed over 35 professionals into the business within a range of disciplines such as Project Management, Controls Engineering, Mechanical Design, Construction Management, Software Engineering, Procurement, C-Suite and Executive Leadership roles.

JAM is currently working on two C-Suite roles to build Daifuku Logan's future leadership function. We are also working with the business to grow their headcount to sustain their current business plan, including growing the French office with Project Management, Construction Management and Controls talent.

PROJECT SNAPSHOT

DAIFUKU LOGAN

Always an Edge Ahead

CLIENT

- Specialist in baggage system manufacture and integration.

CHALLENGES

- Using multiple recruitment agencies
- Free up hiring manager and HR time
- Improve managers interview skills
- Promote the brand and differentiate from competitors

JAM'S SOLUTION

- On site presence and account management team
- Implementation and management of PSL
- Interview training
- Applicant Tracking System
- Employer branding solutions

RESULTS

- Over 35 placements to date.
- Work as a collaborative partner to Daifuku Logan.