

## Quanta

*JAM streamlines the recruitment process for a world-class medical device company.*



Quanta is a pioneering and high growth medical device company that has developed an advanced haemodialysis system for use both in the home and the clinic. Their high performance, portable and compact haemodialysis system, SC+, is designed to enhance the quality of life for renal patients across the entire continuum of care.

### Challenge

Due to a period of rapid growth and substantial investment, Quanta was looking to grow their team, at all levels from graduate to director, with vacancies across the business including Clinical Nursing, Mechanical Engineers, Quality and Regulatory Professionals, Software Engineers and Systems Engineers.

Quanta was having difficulties finding quality candidates in reasonable timescales, due to a largely unstructured recruitment process and trouble attracting candidates to the local area. Quanta was in need of the services of a recruitment agency that could become a part of their HR department and manage the entire process.

### JAM's Solution

JAM assigned a dedicated team who provide 24/7 support and work as an extension of the Quanta HR team. JAM took the time to understand the business and company culture, providing JAM with the insight needed to target and recruit suitable candidates in a fast and cost effective way. The RPO solution includes:

- Market mapping to understand and reach the talent available in the local area and beyond.
- Bespoke and comprehensive recruitment process to keep candidates engaged throughout.
- State of the art recruitment portal to track and achieve full visibility of all aspects of the recruitment process.
- Management of the PSL to ensure consistent processes and candidate experience.
- Vacancy briefings and conference calls between hiring managers and JAM/PSL.
- Candidate interview preparation calls.
- Fully transparent and collaborative relationship with Quanta, achieved with onsite presence at Quanta one day per week.
- Regular strategic reviews to cement best practice and foster a culture of continuous improvement.
- Marketing solutions including a recruitment day, candidate attraction pack (to promote the local area of Alcester), company profile video, social media and email campaigns.

## The Results

Since Quanta started to work with JAM, they have seen a much more streamlined interview and recruitment process. As a result, Quanta has seen the quality of candidates presented to them improve, with JAM making over 45 placements with the company since April 2015.

This streamlined process and increased engagement with JAM has also resulted in the improvement of key internal metrics such as CV feedback timescales and CV to interview ratio.