



Enigma People Solutions Ltd

SKF Condition Monitoring Centre

Case Study

› Client objectives

SKF Condition Monitoring Centre (Livingston) Scotland is a world leader in handheld vibration data collection technology for condition monitoring, supplying the major Original Equipment Manufacturers in this market. The company designs, develops and manufactures mobile industrial computers and application specific data collectors/analysers in the noise and vibration measurement field. Their experience in designing to Intrinsically Safe (IS) requirements has given the company a market leading position in IS data collector design. In order to enhance their team SKF had a requirement for a number of hardware engineers, hardware test technicians, and project managers. With there being so little of this talent available in the market they had to find a mix of permanent employees and contractors.

› Our strategy

Enigma People Solutions worked a mixed strategy including vacancy advertising and extensive UK wide and international search. Our process was to throw out the search to cover most of northern and western Europe. We really had to work hard to search internet groups, job boards and utilize our networking contacts across Europe to identify and attract relevant candidates to the roles.

› Challenges faced

The electronics market in Scotland is experiencing a “war for talent” as we see more companies preparing for growth, therefore requiring a significant number of available talented engineers. From a recruitment perspective it’s clear that the industry faces a significant challenge in terms of shortage of talent. The past 15 years have seen a decline in Engineering in Scotland.

Perpetuating the problem is that with the decline, and more importantly the perception of decline, there has been a “brain drain”. Scots looking for work have moved away, and other nationals being educated in Scotland have moved away. Many of our clients have found that “available engineer” is a lot easier said than found and there is a real struggle to find the available talent.

› Our solution

Our solution was to dedicate the time and focus required for such a broad set of searches to cover most of Northern and Western Europe.

› What was successful/innovative about our solution

We were competing against other agencies to fill these vacancies and believe our success lay in going out internationally rather than concentrating on the scarce local talent. The difference was that we understood that the candidate market is now international, if not global. We previously sourced an English candidate who was working in Ireland, a Spanish candidate living in Dublin and a Hungarian candidate living in Sweden to fulfil highly specialist technical roles for SKF. Our experience tells us that we need to go further afield to find the talent that this industry requires.

› The results

We identified eligible candidates from Russia, Romania, Scotland, England and Poland who submitted to interview stage for the various roles. By pulling in candidates from further afield we were able to satisfy our client demands.

Our extensive search capabilities resulted in successfully filling the hardware technician vacancy, one permanent project manager vacancy, and also a contract project manager vacancy, all from out with Scotland. SKF Condition Monitoring Centre's recruitment drive in January 2014 therefore resulted in 60% of their agency hires being made by Enigma People Solutions.

Supporting testimonial:

Mark Sansom - Engineering Manager - SKF Condition Monitoring

"SKF Condition Monitoring in Livingston requires highly specialist hardware and electronic design experts to help us deliver key projects to clients.

Often these rare people need to be sourced from outside of the local market. We have found Enigma People Solutions to be adept at understanding our needs and presenting candidates that are of interest. In identifying candidates internationally from locations such as Sweden, Italy and Ireland Enigma People Solutions has demonstrated a capacity to reach candidates that are instrumental to our business that we would otherwise not know of. This has been of significant value to us and has enhanced our capability to deliver complex solutions to our international clients."