

ENIGMA

PEOPLE SOLUTIONS

A CASE STUDY:

The SKF logo is presented in a bold, blue, sans-serif font. The letters are thick and blocky, with a distinctive design where the top and bottom bars of the letters are connected to form a continuous shape. The logo is centered within a white rectangular box, which is itself centered on a dark blue background.



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

- Mark Sansom

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 needed to recruit a mix of permanent employees and contractors.

Our recruitment strategy involved an extensive UK wide and international search. By utilising our network and advertising the vacancies across Northern and Western Europe, we were able to capture people who otherwise would have slipped through the net.

The Electronics market in Scotland was, and still is, experiencing a shortage of talent. More and more companies are preparing for growth and therefore need a significant number of available talented engineers. From a recruitment perspective, it's clear that the industry faces a significant challenge in finding these people. 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, educated in Scotland, have also 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 was to dedicate the time and focus required for such a broad set of searches, covering most of Northern and Western Europe.

We were competing against other agencies to fill the vacancies with SKF. Our success lay in extending our search internationally, rather than concentrating on scarce local talent. We recognised that to fill these roles, consideration of international talent was imperative. Our previous experience sourcing and placing candidates at SKF (an English candidate working in Ireland, a Spanish candidate living in Dublin and a Hungarian candidate living in Sweden) proved to us we needed to go further afield to find the talent that the company and industry requires.

We identified eligible candidates from Russia, Romania, Scotland, England and Poland who were all 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.



Accuracy is key when helping companies to build their team. Reviewing CV's and interviewing candidates is time consuming for what are already stretched R&D teams, whose main priority is delivering designs to customers. Every business has access to a multitude of candidates through online job boards, social media and candidate databases, but that doesn't necessarily make the recruitment process straightforward. What businesses often overlook, when recruiting, is that it's not just about finding candidates; it's about finding the right candidate. The true expertise lies in matching the right candidates to the right opportunities; a recruitment consultant's approach towards the passive candidate and their efficacious technique play a part in providing a service that clients are more than happy to use and pay for.

SKF Condition Monitoring Centre's recruitment drive resulted in 60% of their agency hires being made by Enigma People Solutions.

SKF

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“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. I

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 about. This has been of significant value to us and has enhanced our capability to deliver complex solutions to our international clients.

Mark Sansom - Engineering Manager

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Interested in working with
us?

Give Ben Hanley a call for a
confidential chat on:

+44 131 510 8150 //

hello@enigmapeople.com

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