



In 2015 Jemca initially wanted to review their existing agency PSL. During our conversations, we uncovered that the business did not have a centralised recruitment function. Hiring managers in the different locations were responsible for the full lifecycle of their own recruitment. As a result, Jemca did not have a clear understanding of their recruitment spend, and struggled to fill roles in time with an average time to offer of 7 weeks.

MBA received a 6 month trial to show our abilities, which resulted in an initial 6 month RPO trial, from there a 3 year agreement was signed which was renewed in 2018 for another 3 years.

SCOPE

To implement and create a full RPO service into an automotive retail business – a first to the industry

Immediately reduce time to hire and reduce number of live roles

Review and revamp of all attraction methods, collateral and recruitment brand

Cross approach of full implementation – whilst having short term impact on hiring needs

SOLUTION

Workshops and management meetings to educate and upskill hiring managers

Hire of on-site recruitment manager to bridge gap from recruitment - management

Creating of recruitment brand, microsite, online contract portal and candidate tracking

Implementation of recruitment management system from requisition to contract signing

RESULTS

Over 500 placements across the business

2:1 interview to offer rate

50% reduction in recruitment costs

Time to offer reduced by over 20 days



COST SAVINGS
150k
ANNUALLY



2:1 INTERVIEW
TO OFFER



KEY HIRES
MASTER
DIAGNOSTIC
SENIOR &
TECHNICIAN
LEVEL