



Case Study

“HR Recruit were very professional, had a great screening and sifting process, and supported the candidates in terms of preparation for their interviews. The whole flow of the process was fantastic.”

Pam Pinder, HR Business Partner at
ELE Advanced Technologies

Key achievements

- Working with HR Recruit, **ELE Advanced Technologies** appointed an **HR Administrator** to take some of the pressure off the HR Business Partner.
- The candidate had to be organised, efficient and a good decision maker, in order to help streamline processes, improve paperwork, work with line managers and to ensure that they have the right tools available to support staff.
- ELE's HR Business Partner was extremely impressed with HR Recruit's recruitment process, hailing it as very professional and with a great screening and sifting process.

The Challenge



A quick turnaround

Global Engineering Supplier, ELE Advanced Technologies, needed a new HR Administrator to take pressure off their current HR Business Partner so she could concentrate more on strategy.

“We needed someone to help streamline and automate processes,” said Pam Pinder, ELE’s HR Business Partner.

“I originally joined on a part time basis to pull the HR function together. Since then, we've had a lot of big challenges in terms of improving the people processes. A huge systems implementation project was taking me away from other aspects of my job so I ended up increasing my hours to full time because of the workload.

“The HR Administrator role was designed to allow me to concentrate on the more strategic side of the business and the HR systems implementation. They would support me with the streamlining of processes, improving paperwork, working with line managers, ensuring that we have the right tools available, and for staff support, such as employee engagement. Therefore, the person in question needed excellent organisational skills.”

After attending several HR webinars, Pam decided to choose HR Recruit to source their new HR Administrator. Pam said: “I have relationships with people from several recruiting firms but I chose a specialist recruiter because of their extensive HR network.”



The Search

The Recruitment Process

After a brief conversation with HR Recruit, our recruiter set about finding a candidate who could hit the ground running in a fast-paced environment. Navigating a tough marketplace, the recruiter managed to find some excellent candidates, with two very strong candidates getting through to interview stage.

“They were both excellent candidates,” said Pam. “After the interviews, we brought them both back on site so they could get a feel for the organisation. It was a really difficult decision because both of them could have done the job really well.

“The candidate we eventually selected had previously worked with HR facilities, procurement and sales teams in the past, and those departments within our organisation may need support in the future. She also got an amazing reference.

“HR Recruit also impressed me by speaking to both candidates and getting feedback, and by doing so, found out one of the candidates was more enthusiastic than the other as well, which helped with our decisions. If they are unable to make quick decisions in a fast paced environment, that would impact their job.”

Pam continued: “We discussed upfront the timescales and committed to telling the candidates the stages and when their first interviews would be if they were interested. So everything was pre-planned.”

The new HR administrator is already making an impact in ELE Advanced. “She is taking a lot of pressure off me including helping me with implementing new processes,” said Pam.



Why HR Recruit?

Why HR Recruit?

Pam was extremely impressed with HR Recruit's recruitment process.

She said: "I'd definitely recommend HR Recruit. It's great using a specialist, as they have knowledge of lots of different HR roles and can quickly pick up a CV to see if a person is a good fit."

"They were very professional, had a great screening and sifting process, and supported the candidates in terms of preparation for their interviews. HR Recruit's pre-screening process also took a lot of pain out of the loss of money there would have been through advertising."

"Our recruiter made sure to touch base with us to guarantee that things were going to happen when we said they were going to happen. The whole flow of the process was fantastic."



We'll help you find the perfect candidate

If you are looking for an exceptional HR professional, please talk to us about your requirements.

EMAIL: enquiries@hrrecruitment.co.uk

WEB: www.hrrecruitment.co.uk