

RECRUITMENT CASE STUDY

Renew Health Start-up

Summary

This case study details the recruitment solution Collins McNicholas delivered for Renew Health, a medical device company who set up a manufacturing facility in Athlone, Co. Westmeath, Ireland. The case study gives background information on Renew Health, explains our account management approach to the project, and documents the recruitment process and timeframe we followed.

About Renew Health

Renew Health is a medical device company that manufactures the Cerezen device which is a non-invasive, completely reversible, customised, hollow ear canal insert that can be worn 24 hours per day to treat TMJD/TMD. They also produce the Renew NCP-5 which is a non-surgical process to enhance blood flow and reduce symptoms related to chronic stable angina. They recently acquired two companies which will deliver an additional range of products.



Renew Health in Ireland

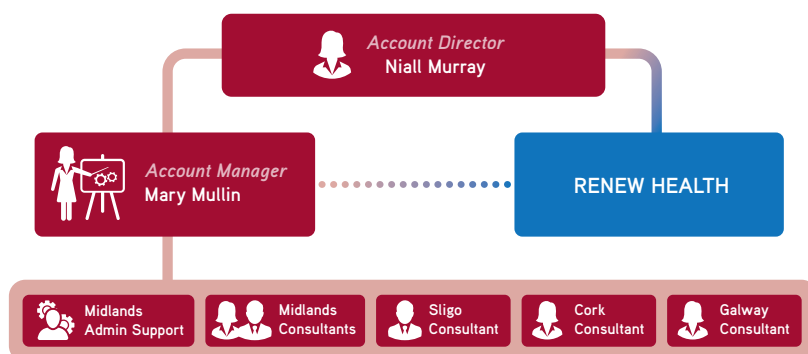


Collins McNicholas was approached in 2014 by IDA Ireland to meet with Renew Health to provide market intelligence reports and data on skills availability.

Athlone was subsequently chosen as the preferred location and Collins McNicholas was chosen as their exclusive recruitment partner for the establishment of a manufacturing facility. Collins McNicholas was also retained to provide related HR services for the company. The Athlone site manufactures multiple products.

Account Management Model

Collins McNicholas established a dedicated account management team, which consisted of Account Director Niall Murray; Account Manager Mary Mullin; HR Services Manager Caroline Ward, and a team of recruitment consultants in our Athlone office, assisted by dedicated personnel in our offices nationwide.



Sample Recruitment Project Timeline:



Senior Financial Controller

- JULY** Meeting with Renew Health to discuss role
- 27 JULY** Advertising of role and initial screening of applicants
- 19-20 AUG** Conducted 1st/2nd round interviews
- 30 AUG** Job offer made
- 28 SEPT** Started work with Renew Health

The typical timeline for the placement of a senior position was 8-10 weeks, which included a notice period. Junior roles took approximately 4-6 weeks to place.

Collins McNicholas Sourcing Strategy

The cornerstone of our recruitment campaign was the development of a microsite (www.collinsmcnicholas.ie/renew) This provided a detailed background on the company, the specifics of the Irish facility, all vacancies listed with full job descriptions attached, and contact details for relevant personnel in Collins McNicholas.



Selection Process

Collins McNicholas screened all suitable candidates in accordance with criteria and competencies agreed with Renew Health. All candidates were corresponded with in a timely and professional manner.

Role	Screened by Collins McNicholas	Forwarded to Renew	Interviewed by Renew Senior Management Team	Role Filled
VP Director of Operations, Europe	18	11	7	1
Manufacturing / Engineering Manager	13	3	2	0 (filled in-house)
Head of European Finance	20	3	3	1
Marketing Manager EMEA	58	6	6	1
QA/RA Manager	18	5	5	1
Operations Manager	17	5	6	1
Manufacturing Engineer	6	4	2	1
Manufacturing Technician	143	6	2	2
Financial Controller	8	3	3	1
Commercial Lawyer In-house	10	3	3	1
Accounts Assistant	18	3	3	1
Project Eng. R&D Manager	63	8	8	1

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Role	Screened by Collins McNicholas	Forwarded to Renew	Interviewed by Renew Senior Management Team	Role Filled
IT Software Tester	40	3	3	On-going
Audiologist	16	5	7	1
Clinical Product Specialist	59	8	8	1
Customer Services	8	2	2	1
IT Implementation Specialist	8	2	1	1
Marketing Manager EU	23	4	3	1
Project Engineer	24	3	1	0 (on hold)
Quality Engineer	19	5	4	0 (filled in house)
Design Assurance Engineer	22	1	1	1
Admin/PA	2	2	2	1
Product Marketing Manager - EMEA	58	8	6	1
Head of Finance	43	7	7	1
In house Solicitor	46	7	7	1
Regulatory Affairs Specialist	41	6	4	1
Design Assurance Engineer	2	3	2	1
Receptionist	22	1	1	1
Project Manager	63	3	2	1
TOTALS	888	130	111	26

Conclusion

To date we have placed 26 staff with Renew Health. Recruitment is on-going for a number of other positions. On-going account management requires regular meetings with line managers on functional requirements for upcoming roles.

For further information please contact:



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