

Collins McNicholas

Recruitment & HR Services Group



Teleflex Medical Recruitment Case Study 2009-15

Teleflex
MEDICAL

Teleflex Medical, a division of Teleflex Incorporated, is a global supplier of medical devices, surgical instruments, and disposable medical products. Teleflex Medical is a global organization dedicated to supporting healthcare providers with a broad range of medical solutions. With a history of providing quality products, our brands have a reputation for excellence that spans nearly two hundred years. Teleflex Medical, designs, manufactures and markets products under well-known medical device brands, including Rusch, Hudson RCI, Gibeck, Pilling, Weck, KMedic and Deknatel. The business had revenues of \$859 million in 2006, has operations in 18 countries and employs over 7,000 people worldwide.



Teleflex Incorporated is a diversified industrial company that is committed to creativity and innovation, building on new ideas and creating opportunities for profitable growth. For more than 60 years, we have grown by providing engineered products that help our customers meet their business requirements. Today we have annual revenues of \$2.5 billion, operations in 24 countries, and more than 20,000 employees. Most important, we are leaders in many of our niche markets.

Business Situation

Late in 2007 Teleflex Medical established its European Headquarters at the IDA Business & Technology Park in Athlone, Co. Westmeath. Supported by IDA Ireland, the new investment was to create as many as 150 new high quality jobs over five years in areas such as multilingual customer service, finance, HR, IT, planning and administration.

Solution

The Teleflex investment to Ireland was won against intense competition from a number of other European locations. At the outset and under strict confidentiality, in conjunction with the IDA, Collins McNicholas provided Teleflex Medical with various market intelligence reports and data (skills availability, salaries, executive talent mapping) that positioned the midlands as an attractive place to locate their central European headquarters.

In 2007, Teleflex Medical decided Collins Mc Nicholas were a viable preferred partner for their recruitment of this confidential start-up operation. We began by designing and implementing a unique recruitment solution that was designed to develop the most appropriate and innovative recruitment strategies which ensured that the appropriate executive personnel were recruited, appointed and retained in the most efficient and cost

effective manner. We implemented a dedicated account management team, which consisted of an Account Director, and account manager, recruitment consultants and administrators. Colman Collins, Managing Director of Collins Mc Nicholas, was heavily involved in the start-up and management of this recruitment project.

The recruitment process involved a series of stages, some of which were outlined below.

- Step 1** Client Meeting (Identify Goals/Objectives, Job/Workplace analysis etc)
- Step 2** Design and implement an attraction campaign (database, print, web, radio)
- Step 3** Application screening
- Step 4** Conduct initial interviews
- Step 5** Skill testing
- Step 6** Client interviews
- Step 7** Behavioural / Psychometric testing
- Step 8** Reference checking of the preferred candidates
- Step 9** Making the appropriate offer / acceptance of offer
- Step 10** Advising unsuccessful applicants
- Step 11** Post employment follow up - 12 months

We were responsible for recruiting 12 out of 15 of the management team and numerous support personnel. Selections of roles filled include:

- VP Quality Assurance
- VP Manufacturing
- Senior Project Managers
- EMEA Finance Director
- EMEA Financial Controllers (Reporting) x 2
- EMEA Financial Controller (German)
- EMEA Financial Controller (Manufacturing)
- Operations Manager
- General Ledger Accountants
- Accounts Payable representatives (Ger/ Fr/ Sp)
- Accounts Payable representatives (Ger/ Fr/ Sp)
- Technical Managers
- SAP Consultants
- SAP Analysts
- Office Manager
- Customer Services Managers
- Customer Services Team Leaders
- Customer Services Representatives

We also provide Teleflex with a vacancy tracking system, designed by Collins McNicholas which enables Teleflex Human Resources Department and the Hiring Managers to find out the exact stage of each vacancy including all candidates interview and submission details.

We continue to source high level multilingual customer service, finance, HR, IT, planning and administration personnel for Teleflex.

Part of this significant success for Collins Mc Nicholas was down to the low time-to-hire for such difficult to fill positions. Our intricate recruitment methodology, together with the

professionalism and expertise of the account management team resulted in a low time to hire - from notification of a vacancy to start date.

Expansion

In October 2014 Teleflex announced a three year plan to expand its operation in Athlone by hiring 100 additional staff. Collins McNicholas was selected to assist in the recruitment for some of these positions. In 2015 we have so far recruited for the following positions in Teleflex Medical:

- International Project Manager
- QA Project Manager
- QA/RA Post market surveillance specialist
- Customer Service Associate
- R&D Graduate
- Senior Supply Chain role
- Various other roles that are on-going.

To date we assisted in hiring over 70 personnel and continue to be their number one supplier.

Testimonial

“We worked with Sean Gannon, and Collins McNicholas on our start-up in Athlone. We asked Collins McNicholas to assist with the recruitment of VP of Manufacturing Operations EMEA and VP of Quality Assurance EMEA and on both occasions they produced a high calibre short list from which we made an appointment.

They have also successfully identified, within tight timescales, a number of key hires with specific experience internationally for Teleflex EMEA.”

Barry McBride
President, EMEA

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