

Collins McNicholas

Recruitment & HR Services Group

Talent Flex™

Temporary Workforce Solutions

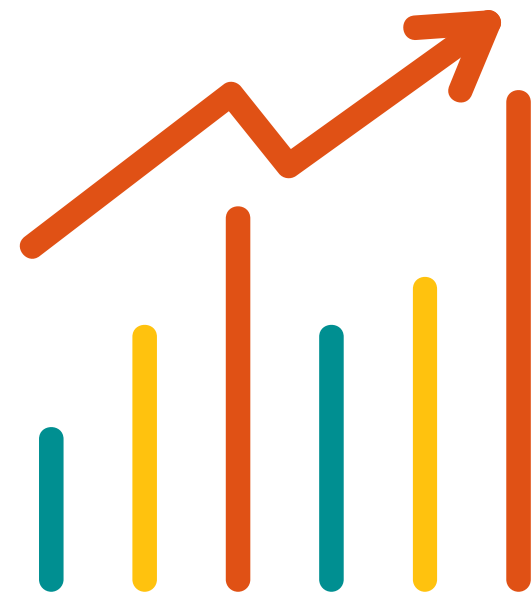
**SUPPORTING WORKFORCE SCALABILITY FOR A PLANNED
PRODUCTION RAMP-UP**

CASE STUDY



Talent Flex™

Temporary Workforce Solutions



INTRODUCTION

For planned production ramp-ups, as was the case for this international data management company, seamless operations and **efficient workforce management** are crucial.

In this case study, a **dynamic solution** tailored to the production schedule was required in order to meet the client's contract deadline. Maximising the client's temporary workforce's capacity was vital in order to meet **scheduled demands** for contract fulfilment.



THE BRIEF

The task was to source, manage and payroll a workforce exceeding **100 General Operators** for full-time temporary employment in the Midlands region for a fixed-term contract.

Given the **high recruitment volume required on a temporary basis**, the focus was on sourcing local talent that was readily available and willing to work on a short-term basis, ranging from 6-12 weeks.

For this scheduled production ramp-up, the client required **comprehensive management** of the entire recruitment process. Collins McNicholas handled all advertising, marketing, screening and selection, interviews, offers, onboarding and payroll management, leaving the client to focus on the day-to-day operations.

"RELIES HEAVILY ON A CONTINGENT WORKFORCE"



REASONS FOR CHOOSING TALENT FLEX

Our client, a prominent player in the document and data management industry, has an extensive base spanning various sectors, including finance, healthcare, and legal and relies heavily on a contingent workforce, particularly general operators. Their **operational demands are dynamic and require an efficient, cost-effective solution** to maintain agility.

To address the unique requirements and temporary nature of the job openings, **a forward-thinking, flexible and responsive approach** was required to effectively meet the client's contractual needs.

By partnering with Collins McNicholas and adopting the **Talent Flex** model, the client gained access to a panel of eligible local candidates available for temporary employment.

Collins McNicholas would be the primary point of contact for all agency workers, with an expert team of recruiters on the ground, giving the client **more time to concentrate on their core operations**.

Partnering with one exclusive agency allowed for a **consistent candidate experience**, a time-efficient process with clarity on costing, and clear communication on the production schedule.



"LOW STAFF TURNOVER"

KEY BENEFITS OF THE TALENT FLEX MODEL

The Talent Flex model brought a multitude of benefits to the client, including:

- **Flexibility:** Due to the flexible nature of the model, the client could swiftly scale their workforce up or down as needed.
- **Savings:** The efficient process resulted in faster placement of qualified candidates, saving the client time and resources.
- **Low Turnover:** Transparency and alignment between the nature of the job and the candidates' expectations ensured low staff turnover.
- **Data-Driven Insights:** Valuable insights into workforce trends allowed the client to make informed decisions and adapt their hiring strategies to changing market demands.



"FLUCTUATING PRODUCTION DEMANDS"

HOW WE ADDRESSED THE CHALLENGES OF HIRING FOR A PRODUCTION RAMP-UP

Attracting candidates willing to commit to short-term contracts required a targeted hiring approach, **local insight** and clear job expectations.

Balancing the workforce to fluctuating production demands required careful planning and **agility** to scale the workforce effectively.

Communication and **synchronisation** of the production schedule were critical to ensure smooth operations and efficiency.



01

This was the **fifth year** that Collins McNicholas worked with the data management company and through the successful implementation of **Talent Flex**, the client achieved their production deadline ahead of schedule.

02

Collins McNicholas managed the entire recruitment process, orchestrating a seamless scale-up of their workforce with **112 temporary agency workers and minimal turnover.**

03

The partnership was a resounding success, and as a result of this, the client was **awarded a global production award for exceeding deadlines.**

THE RESULTS

Talent Flex™

Temporary Workforce Solutions

MARY MULLIN, ASSOCIATE DIRECTOR | LEINSTER

Phone: +353 90 6450661

Email: mary.mullin@collinsmcnicholas.ie

Website: www.collinsmcnicholas.ie

