

# Solaglas

## About the client

Our client is a wholly-owned subsidiary of a worldwide glass manufacturer and one the largest distributors, processors, installers and repairers of glass related products and services in the UK. It employs over 1000 people in the UK, across 22 sites.

## The brief

Nigel Wright was retained to find multiple roles for a production site in the North of England. During two phases of recruitment, spanning twelve months, Nigel Wright was asked to source candidates at middle management level across the Production, Supply Chain, Commercial and Finance disciplines.

To support its growth and drive culture change within the site, the business wanted to introduce high performing people at mid-management level within key areas of the business. In particular our client had an immediate need for individuals who could understand improvement processes and techniques and lead projects, continually developing the manufacturing function. The business also wanted to achieve high performance in customer satisfaction and HSE, while establishing a more effective and efficient supply chain.

Nigel Wright was selected to execute this assignment due to its multi-discipline capability and transparent process, which includes weekly communications with key stakeholders. We also demonstrated an ability to challenge the clients' thinking due to our consultants' expertise and long history of working in the industrial sectors.

## Our approach

Due to the multi-discipline nature of this assignment, our lead consultant assembled a four person recruitment team with individual expertise in commercial, finance and operations disciplines.

Prior to progressing with the recruitment of these roles the lead consultant carried out a site visit and met with each of the line managers' for who roles would report into. The consultant was then able to brief the Nigel Wright team on the different aspects of each position, as well as share the challenges each business function faced.

Using a mixture of headhunting and advertising and complimenting this with our extensive database of candidates, from the industrial sectors, our team was able quickly identify high calibre people for these roles. Each consultant regularly communicated with the relevant line manger, updating them on the search, ensuring that the process ran efficiently and within schedule.

All candidates engaged in the process could also benefit from a micro-website created by our internal marketing team that outlined details of the different opportunities as well as information regarding the clients' company and culture.

## The result

JANUARY – ARRANGE TO INTERVIEW HR MANAGER

Expectations met – so far yes with regards to communication across business, candidates put forward and challenging the view of Sologlas.

**Client testimonial**

*I felt NW provided a most professional service.* **HR Manager**