



## Case Study – TalentPuzzle delivers specialist hires

### The company

At the forefront of green technologies, Eaga is one of Europe's fastest growing green support companies. With over 5,000 staff, Eaga is the leading provider of residential energy efficient solutions and is an established deliverer of a wide range of outsourced programmes.

### The challenge

In 2010, following significant growth, Eaga required support with finding new candidates for their Clean Energy division. Despite already using a preferred supplier list, and a direct recruitment approach, Eaga was struggling to find candidates with the relevant skills and experience. Eaga also had plans to conduct a review of their PSL agreements to ensure the suppliers were all performing well and providing a cost effective recruitment solution.

### The solution

After being introduced to TalentPuzzle as an alternative to the traditional agency client relationship, Eaga decided to trial the system within the Clean Energy division. TalentPuzzle enabled Eaga to set competitive rates for vacancies, opening them up to a much wider market of agencies than previously possible. Eaga also benefitted from using smaller niche agencies with local knowledge and candidate pools for positions with scarce skill sets. Eaga sourced eight new hires for the Clean Energy division within a month of using TalentPuzzle, and as a result has extended its use of the system to other areas of the business where the regular routes to market had been exhausted. Eaga has experienced cost savings of up to 60% per hire, and subsequently is considering TalentPuzzle as an alternative solution to the Preferred Supplier List agreements.

### What they say

"TalentPuzzle is an efficient recruitment tool, and helps us save a great deal of time. We are able to work with several different agencies at the same time, yet don't have to brief each one separately. It is an innovative solution which turns the usual way of engaging agencies on its head, enabling us to push competitive rates. Our recruiters are no longer bombarded with cold calls from multiple agencies and can choose to work with suppliers they have reviewed using the TalentPuzzle marketplace.

We have been very impressed with the way the TalentPuzzle team has worked with us, ensuring our needs are met and creating best practices in our interactions." **Zoe Muirhead, Partner Services Recruitment & Talent Manager**

