



Case Study – TalentPuzzle increases candidate reach

The company

Founded in 1932, Guardian Industries is one of the world's largest manufacturers of float glass, fabricated glass products, and supplies the automotive industry with a variety of exterior products. More recently, Guardian Industries has become a significant player in the building materials distribution and fibreglass industries. With headquarters in Michigan, the Guardian Group of companies employs 18,000 staff in more than 25 countries worldwide.

The challenge

In May 2010, the UK branch of Guardian Industries wanted to try a different approach to its recruitment mix. Whilst it already used job boards, word of mouth, and recruitment agencies, Guardian Industries was keen to increase its candidate reach. In particular, it was looking for help at the all important middle management level, where talent skills were at a premium.

The solution

After being introduced to TalentPuzzle as an alternative to the traditional agency client relationship, Guardian Industries decided to trial the system. Talent Puzzle enabled Guardian Industries to connect with a larger number of agencies over the whole of the UK. Previously, the business was only connecting with local agencies. As a direct result of using the solution, Guardian Industries has hired three candidates from across the UK who have subsequently relocated from Scotland to offices in Doncaster. And in total, the company has filled four positions – a much greater number than initially imagined.

What they say

"Talent Puzzle has not only assisted our staffing requirements periodically, it is now an integral part of our recruitment strategy. The ease of use and the ability to reach a large number of agencies very quickly means we use it time after time to fill positions.

We will definitely continue to use Talent Puzzle in the future; it fits all of our needs. And on a personal level, the team have always proved to be very helpful, and provided the assistance we need to get the best out of the solution".

Karl Robson, HR Manager Guardian Industries UK

