



Case Study – Filling vacancies with specific skill sets

The company

MCP Group is the leading Producer and Distributor in the world of minor metals and their chemicals. The MCP Group SA was created in September 2007 following a merger between MCP Aramayo Ltd and Sidech SA, both major players in the world of minor metals. The new MCP Group has a major involvement in other strategic metals markets notably Indium, Gallium, Selenium and Tellurium. In 2008 the MCP Group's turnover was Euros 260 million with a workforce of 350 people worldwide in 8 production sites and 14 commercial offices across 4 continents.

The challenge

Being able to find the right people with the relevant skill sets had been a real problem for MCP. As a result, in early 2011 MCP decided to try a different approach to its recruitment mix. Whilst it already used job boards, word of mouth, and recruitment agencies, MCP was keen to increase its candidate reach. In particular, it was looking for help at identifying production supervisors and lab technicians with the relevant skills and experience.

The solution

After being introduced to TalentPuzzle as an alternative to the traditional agency client relationship, MCP decided to trial the system. Not only did TalentPuzzle allow MCP to receive a range of decent and competent CV's, it also helped the business define a clearer set of objectives. By using TalentPuzzle as another portal to find applicants, it gave MCP an opportunity to specify exactly what it expected of agencies regarding terms of business, rates and how the company operates. This resulted in the best candidates being identified. Since using TalentPuzzle, MCP has successfully filled several roles.

What they say

“I would definitely recommend TalentPuzzle and have already been doing so to others in my network. It's a fantastic tool because it enables the employer to have more of a stance on what they require. Being able to clearly specify what I expect from an agency has really helped and allowed for the best candidates to be discovered.”

Amy Baverstock, HR Manager at Mining & Chemical Products Ltd

About TalentPuzzle

TalentPuzzle enables companies to use recruitment agencies more effectively and to source the market's best recruitment suppliers through an independent benchmarking tool. At the core is an online recruitment marketplace that lets employers immediately identify the best agencies for their recruitment needs. Recruitment fees are set by employers.

TalentPuzzle is a free system that enables you to manage and review your preferred suppliers by centralising management and reporting for all your agency relationships across your organisation.