

Provision of Recruitment & Search Solutions for Management roles

Client	SPE Swiftool Precision Engineering
Supplier	Jonathan Lee Recruitment Ltd
Location	UK
Period	October 2020 to Present

The Client

Swiftool Precision Engineering Ltd is part of the SPE Group and is a first choice vendor to a global customer base supplying safety critical parts to the nuclear, petrochemical, and more recently aerospace markets.



It is a progressive, UK award winning company supplying high integrity precision machined components, kits and precision machined assemblies to clients for over 40 years that is recognised as part of the Next Generation programme for Nuclear. Continuous improvement and innovation is at the core of the business.

Background

Having first connected with Jonathan Lee Recruitment at an event in 2019, the business had identified a need to strengthen their senior management team with the recruitment of two key hires. The roles were critical to their continued success in retaining and growing the relationships with their flagship customers.

The first requirement was to find and attract talent that could drive the development and improvement of their quality management systems. The second role was to find a focused business development professional who could grow their commercial offering and introduce the voice of the customer more clearly into the internal organisation.

The Solution

SPE Swiftool engaged Jonathan Lee on a retained basis, to benefit from a targeted search and selection recruitment process that focused not only on the skills required but also on finding candidates with the right cultural fit for the business. Jonathan Lee delivered the following tailored solution:

- Working in harmony with the Swiftool executive team to develop a detailed and comprehensive brief for the role, including discussion of the job specification, key skills and characteristics for success.
- A thorough search activity of both active and passive candidate pools to identify potential candidates for the role.
- Upfront video call screening of all candidates against the requirements of the briefing.
- Detailed reports for each candidate including suitability against the core responsibilities and personality fit.
- Coordination of all interview arrangements and logistics
- Offer management and negotiation
- Successful placement of both positions within the agreed timeframes and ongoing support of recruitment projects.

Case Study



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The Results:

“We were impressed with the understanding that the team from Jonathan Lee had of our business and sector and the consultative approach they took to make sure that the candidates they presented were right first time.

Their advice and insight was invaluable in ensuring that the roles were specified correctly. The retained approach meant that they invested time and effort in ensuring the employer brand of SPE Swiftool was conveyed in a very positive and engaging way to their talent pools.

I would not hesitate in recommending the team at Jonathan Lee Recruitment.”

Sam Handley
Director