

Case Study



Provision of Managed Service for Permanent and Contract Recruitment, Contractor Management and Talent Management Services

Client	Mechatronic Solutions Ltd
Supplier	Jonathan Lee Recruitment Ltd
Location	Birmingham, UK
Period	December 2014 to Present

The Client

Mechatronic Solutions Ltd was established more than 25 years ago in Kings Norton, Birmingham at the heart of the UK engineering and manufacturing industries. A privately owned company, Mechatronic Solutions is one of the UK's leading providers of automation solutions and systems integration services.



With an enviable track record, the team has successfully delivered over 400 bespoke projects including robotic cells, cellular manufacturing, automated assembly lines, process automation and automated testing solutions across a range of sectors. Having worked with clients from the automotive, aerospace, FMCG, medical, packaging and capital equipment sectors, Mechatronic Solutions creates and delivers processes and systems that deliver economy, speed and quality to any manufacturing environment.



Background

At the end of 2014, Mechatronic Solutions was forecasting a sustained period of growth through both the introduction of new products and additional workload; with increased demand driven by a more buoyant economy. As an SME in a competitive market, it proved difficult to attract and retain highly skilled engineers and operators with strong understanding of automation and robotics. Also with changes to UK and EU legislation regarding the engagement of a contract workforce, they needed to ensure compliance to protect the business.

The Solution

After an initial consultancy exercise to review their contractor workforce, Jonathan Lee Recruitment Ltd proposed a full service supply arrangement through the Managed Services brand, covering both permanent and contract recruitment and also talent management consultancy to support the new management board and structure. The agreement came into force in December 2014 and the real partnership approach between the two businesses began.

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The Benefits of Working with Jonathan Lee

- A recruitment partnership delivering and managing a multifaceted supply chain
- Unrivalled engineering & manufacturing industry recruitment capability and market presence
- Improved consciousness and quality of the Mechatronic brand image in the recruitment market
- Recruitment process management and development with a focus on continuous improvement
- Consultative and risk-sharing approach for contractor management



The Results

- ➔ Completed a full audit of all HR processes and systems
- ➔ 48 successful placements to date for contract & permanent positions
- ➔ Delivered a bespoke Leadership Coaching programme to the first line management
- ➔ Conducted a risk assessment on the existing contractor workforce
- ➔ Structured interview training workshop delivered

Jonathan Lee had a deep empathetic understanding of our business from the very beginning, and as we got to know them better, they became very knowledgeable, demonstrating this deep understanding of our manufacturing methods. We have found that their consultative approach has gone beyond just the recruitment of permanent and contract staff.

Recruitment has been a challenge for us in the past and we've had invaluable assistance in this relationship. Going forward, I would say we have a true partnership here with Jonathan Lee Recruitment and that is the way we will continue.

**Richard Evans, Owner & Managing Director
Mechatronic Solutions**