

## Provision of Recruitment & Talent Management Solutions for Permanent Recruitment

Client	MS-RT (Edward Davies Commercials Ltd)
Supplier	Jonathan Lee Recruitment Ltd
Location	UK
Period	January 2020 to Present

### The Client

MS-RT is a design-led automotive engineering company creating bespoke Ford vehicles that stand out on the road. They fuse tough and reliable Ford vehicles with a sporting edge, created by hand at an affordable price. With 40 years of motorsport experience behind them– including the World Rally Championship, Global Rallycross and GT3 Racing – they were proud to be awarded Qualified Vehicle Modifier (QVM) status by Ford Motor Company in 2019.



### Background

Due to the excellent performance of their custom brands, in early 2020 the company was on the verge of a period of significant and rapid growth and recognised the need to become a more structured, engineering led business, reducing their reliance on sub-contracting work and growing their in-house team.

Attracting high calibre, experienced individuals who could make a real impact on their future trajectory was proving difficult and following a successful collaboration with Jonathan Lee Design Services for digital modelling and surfacing work, were introduced to Jonathan Lee Recruitment to support their talent acquisition strategy.

### The Solution

We undertook an initial briefing meeting to understand the business challenges and priorities with the MD and designed a solution which encompassed:

- 2 interview training workshops for Hiring Managers, advising on best practice, legal requirements, how to structure questioning and to ensure that the process is robust to give confidence that they are hiring the right people for the future.
- Provision of salary benchmarking data for the automotive market.
- Drafting job descriptions and person specifications for new roles to be sourced exclusively by Jonathan Lee.
- Anonymised advertising and search, presentation of shortlist including full reports and reasons for suitability of each candidate.
- Support of video and face-to-face interviews, working with their managers as a neutral party to assess candidates against requirements.
- Recommendation and delivery of psychometric and ability testing built into the interview process to look at cultural fit and aptitude.
- Support of offer management process and negotiation.

# Case Study



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### The Results:

*“From the start, the team at Jonathan Lee took the time to really understand our business and our culture. Throughout the relationship to date, they have provided us with industry and skills insights, advice on best practice and support with the interviewing and selection process.*

*The partnership that has followed has proved invaluable not only in sourcing high-calibre candidates but in informing our organisation development and future plans. They work as an extension of our team and I would have no hesitation in recommending them to any engineering or manufacturing organisation that is looking for a professional, committed and knowledgeable recruitment partner that will go the extra mile.”*

**Sian Williams**  
HR Director – MS-RT