

CASE STUDY



OUR OBJECTIVE IS YOUR **SUCCESS**

Glan Agua is a design, build and operation contractor that proves project solutions for the water and wastewater industry. Based in both Ireland and the UK, we are industry leaders in the water and wastewater sector.

Rent a Recruiter joined in August 2021 to provide specialist talent acquisition support in sourcing candidates for engineering roles in Ireland and UK.

Roles included: CAD, BIM, Civil Engineer, Project Manager, Mechanical Engineer, QS, HSE, HR, Commercial, Commissioning Engineer. 80% of the roles were UK based.

At a glance



17 MONTHS



10 PLACEMENTS



8000 REACH OUTS



SALARY GUIDELINE ANALYSIS

SOLUTIONS FOR YOUR **BUSINESS**

Rent a Recruiter's embedded recruitment solution was implemented to support Glan Agua find new talent for their opening roles. Our Account Director and Talent Partner were assigned to work with Glan Agua, to manage their talent acquisition function.

During our 17 month term, our Talent Partner made 10 placements including:
CAD, BIM, Civil Engineer, Project Manager, Mechanical Engineer
QS, HSE, HR, Commercial, Commissioning Engineer



Recruitment Solutions



www.rentarecruiter.com



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The Middle East



Screening candidates



Scheduling & conducting interviews



Making candidates Offers

A complete solution for your business!

Business Solutions

A complete solution for your business!

The Challenge

- Salary and packages (very competitive market)
- Location: most of the roles are site based.
- Very specific skill set: the majority of the roles required a specific skill set: water/waste water experience, so the candidate market was very limited.

Our Solution

- Our Recruitment Manager and Talent Partner worked as an extension of Glan Aguas HR team
- 8,000+ LinkedIn reach outs to potential candidates.
- Liaising directly with hiring managers on all roles
- Provided weekly account management meetings with HR and Hiring Managers.
- Set up and managed Indeed page.
- Conducted screening calls and interviews for all potential candidates.
- Sent +180 candidates over 17 months.

Rent a Recruiter's embedded recruitment solution was implemented to support Glan Agua in sourcing candidates primarily in the UK.

Rent a Recruiters Talent Partner acts as Glan Aguas in-house Talent Acquisition Specialist, offering greater hiring efficiency without the high costs associated with agency fees. Glan Agua were able to leverage Rent a Recruiters know-how to take the headache out of the recruitment process for the company.

Our account management team spent time meeting with the HR Executive and the Hiring Managers from different departments in order to gain a better understanding of:

Current requirements.
Ideal candidate profiles.
Job descriptions.
Company culture.

With Rent a Recruiter's Talent Partner in place and with a detailed understand of the positions, we commenced our campaign through a combination of database sourcing.