

# CASE STUDY



## OUR OBJECTIVE IS YOUR **SUCCESS**

Kaon Automation is an automation specialist in Ireland. They have been providing custom designed automation solutions to leading manufacturing companies globally since 2005 and have a proven track record of providing innovative and flexible solutions through a strong emphasis on enhancing productivity and efficiency. Applying their expertise, they use standard components from leading suppliers to build high-quality machines that deliver value while maximizing capital budgets.

### At a glance



**8 PLACEMENTS**



**2800+ REACH OUTS IN  
8 EU COUNTRIES**



**REDUCE TIME TO  
HIRE. STREAMLINED  
RECRUITMENT  
PROCESS**

## SOLUTIONS FOR YOUR **BUSINESS**

Rent a Recruiter's embedded recruitment solution was implemented to support KAON Automation in sourcing candidates for engineering roles for their offices in Sligo/Cork. They would normally have put up ads for applicants or relied on their referral network. However, these roles had been open for over a year and they required expert help in sourcing to find candidates and map the market. They did not have an internal recruitment team but 1 HR Executive and heavily relied on her support for filling roles. With these roles being very niche and the market being so competitive, they needed help sourcing for suitable candidates, instead of just relying on job ads.

*A complete solution for your business!*



Recruitment Solutions



[www.rentarecruiter.com](http://www.rentarecruiter.com)



**Europe**, United States, Australia,  
The Middle East



**Screening  
candidates**



**Scheduling &  
conducting  
interviews**



**Making  
candidates  
Offers**



## **DOMINIC FINLAY**

**MANAGING DIRECTOR, KAON AUTOMATION.**

*“Rent A Recruiter provided expert advice and market research to help improve the traction and response rate from our target candidate market. We were impressed with the breadth of their international footprint when it came to talent attraction. Throughout their engagement with us we received timely reporting and updates and were able to amend and improve our approach thanks to this information. The Account Management, lead by Mark Loughnane, was direct, frank and professional at all times and highlighted key strategic issues for the business to address to unlock our future growth potential.”*

## **A complete solution for your business!**

The challenge was finding Senior Mechanical Design Engineers and Senior Control Engineers In Ireland and the EU region that fit the exact criteria KAON Automation were looking for. Also, helping with the administration requirements of processing these candidates:

- Reach out to passive candidates in Ireland and EU region
- Conduct screening calls
- Arrange interviews
- Assistance with the selection process.

Rent-a-Recruiter’s embedded recruitment solution was implemented to support KAON Automation find new talent for their new office. 1 Account Director and 1 Talent Partner were assigned to work with KAON, and they managed their talent acquisition function for 4 roles from April to July 2022. RaR’s Talent Partner acted as KAON’s in-house Recruiter, offering greater hiring efficiency without the high costs associated with agency fees. KAON was able to leverage Yala’s know-how to take the headache out of the recruitment process for the company.

Our account management team spent time virtually meeting 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 RaR’s Talent Partner in place and with a detailed understand of the positions, we commenced our campaign through a combination of database sourcing.

### The Results

- 1 placement – Senior Mechanical Design Engineer
- 2800+ reach outs in 8 EU countries
- Streamlined recruitment process to improve traction and reduce time to hire: Removed tech assessment and Removed portfolio request
- Improved response rate by promoting salary and hybrid working arrangement at initial candidate engagement.