

Manufacturing

Permanent Recruitment

Sourcing a Health and Safety Manager with COMAH experience.



Role:

Health and Safety
Manager

Industry:

Manufacturing

Employee count:

100+

4

Candidates
shortlisted

2

Stage hiring
process

1

Position
filled

Intro.

Like the old adage, recruitment can sometimes be like hunting for a needle in a haystack. This is precisely the challenge an international ingredient manufacturing organisation were facing. Sadly, their own efforts weren't delivering the high-calibre candidates they needed, particularly those with the right skills.

The challenge.

To deliver the right talent, we knew we'd have to think outside of the box due to the site's location and specific requirements. The client needed an individual with strong Health and Safety experience as well as experience within COMAH regulations, a combination that few possess. Adding to the pressure, they were unable to find suitable candidates using their own recruitment resources and other external agencies.

The result.

This talent search was unique, requiring a different approach. Recognising that we were searching for a rare find, we tapped into our headhunting expertise. Drawing from our pool of pre-qualified passive candidates and using industry best practices, we shortlisted four experienced individuals.

We also understood that cultural fit was an important requirement. This led us to conduct psychometric assessments for all shortlisted candidates as an extra measure. Ultimately, this extra step reassured both the client and candidates they were aligned before the face-to-face interview stages.

Our thorough search method, coupled with our commitment to going above and beyond during the shortlisting phase, meant that the successful candidate was exactly what the client was looking for.

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“I cannot recommend Principal People enough. We are really impressed with their service and they took the time out to go above and beyond what we were expecting”

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