

Houghton Hams is a family-run pork manufacturer that has been running from 1983. They stock a range of FMCG enterprises such as Waitrose, Ocado, Morrisons and Wetherspoons.

ODC's relationship was formed in April 2022 when ODC were instructed to perform contingent search and selection services on a number of permanent vacancies. Due to the nature of the business and rural location, Houghton Hams had been struggling to recruit specialized manufacturing staff. Within 2 weeks Owen Daniels successfully placed 2 candidates in vacancies that had been outstanding for a number of months.

As the relationship developed due to our recruitment success rates, ODC presented the Retained Search solution, with a view to solidify the relationship further and meet the heightened growth targets. We successfully deployed the service in September 2022, which has enhanced the client/supplier partnership and improved time to hire. Including significant cost saving on traditional hiring methods.



OBJECTIVES

- Tasked with supplying a middle management team, consisting of 2 senior managers and 3 trainee managers with food manufacturing experience.
- To supply the candidates, manage interview process, secure offers and have start dates within a 2-month timeframe.
- Provide client with one point of contact for all external recruitment services.
- Supply all of the above and provide a cost saving on standard contingent terms.

ACHIEVED TO DATE

- 5** hires successfully accepted and planned start, ahead of 60 day deadline
- 2:1** cv's to interview ratio. Significant time saving due to the care and attention taken to understand vacancies.
- 3:1** cv's to offer accepted ratio
- 15%** overall cost saving*

WHY CHOOSE A RETAINED PARTNER?

Making the decision to utilise a retained service over a contingent recruitment model, why?

- **Guaranteed improvement in fulfilment rates**
- **Brand improvement and recognition**
- **Significant improvement in time to hire and candidate acceptance rates**
- **Cost saving opportunities**
- **Dedicated recruitment team assigned to filling the vacancy**

Choosing to work with a retained recruiter will guarantee you receive a quality service. When you hand responsibility to one business, you are instilling trust and accountability, which will result in a healthy and successful partnership

HOUGHTON HAMS TESTIMONIAL

'As a business we were having significant challenges with our recruitment across all levels of our business. I was introduced to Matt and the team at Owen Daniels by a mutual business contact/friend. I was initially impressed in how they took the time to really listen to our journey, our vision for the future of the business and the challenges candidates will face here. From the initial brief to source one senior management candidate, our confidence grew as they continued to deliver only strong industry candidates. We then took an unprecedented decision as a business, to invest in a retainer with Owen Daniels to really drive our recruitment forward over numerous roles in this competitive market place. The team have surpassed our expectations and really delivered on time and in full. I think it's also really impressive, that all the candidates I have spoken to, equally speak highly of their personal experience of the Owen Daniels team (Kerry) and thus I would have no hesitation in recommending their services.'

PAUL WAGSTAFF
 OWNER/GENERAL MANAGER

*Figures based on previous contingent recruitment fees in comparison to retained service costings

