



BUILDING OUT A CONTRACT TEAM OF MECHANICAL ENGINEERS INTO A DATA CENTRE

In response to our client's urgent need for skilled Mechanical Engineers to support critical projects, we successfully sourced a pool of highly qualified candidates. Despite the challenge of night shifts and weekend availability, our tailored recruitment approach ensured the delivery of dedicated talent, enabling our client to meet project demands efficiently and effectively.

AT A GLANCE

CHALLENGES

- Finding candidates with the specific qualifications and expertise required for the role proved to be challenging due to the niche nature of the skill set. Skills and experience such as working with HVAC Systems. Working with coolers and chillers and prior experience working in roles that required a mechanical frame of mind to troubleshoot and execute tasks efficiently
- Identifying candidates who were open to working night shifts for the duration of the contract added complexity to the recruitment process.
- Location Constraints: Ensuring candidates were willing to commute to the designated location for the night shifts posed a logistical challenge.

WINS

- In the end the client got a full team to utilise ahead of schedule and by the end of the project ended up converting 7 of them to permanent staff due to their great attitude and performance.
- Established a great reputation for GemPool and expanded our horizon on roles we cover within data centres and achieved incredible results in the process.
- The overwhelmingly positive feedback from candidates throughout the recruitment process led to the nomination of our recruiters for an award recognising exceptional candidate satisfaction.

OBJECTIVES

Our mission was to swiftly assemble a team of 10 highly qualified Mechanical Engineers to work night shifts on a contract basis for a duration of 3 months. The candidates needed to possess specialised expertise, be willing to work night shifts and weekend shifts and have no issues with commuting to the designated location.

SOLUTIONS

Targeted Sourcing: Leveraged LinkedIn and Indeed to source candidates. From the candidates received 30 of them we deemed viable with the necessary skill set and experience in mechanical engineering. Utilised advanced search filters to identify candidates with relevant qualifications and night shift availability.

Thorough Screening: Conducted 30 rigorous screening interviews to assess candidates' technical skills, experience, and willingness to work night shifts. Emphasised the importance of commitment to the contract duration and night shift schedule during the screening process.

Efficient Offer Process: Expedited the offer process to secure candidates quickly, ensuring a timely start to the project. Provided clear and detailed information about the contract terms, including the duration, shift schedule, and salary, to facilitate informed decision-making by candidates.

RESULTS

#1 Key result

Timeline: The recruitment process commenced on August 25, 2023, and the full team was successfully assembled by October 2nd, 2023, ahead of schedule.

#2 Key result

Team Formation: The team was formed in two batches, with the first batch starting on September 18th and the second batch joining on October 2nd.

#3 Key result

Candidate Engagement: Out of 17 CVs sent for the first batch, 15 offers were extended, resulting in an offer rate of 88.2%.