

Optimizing PSL spend: reducing time-to-hire and enhancing the candidate journey



THE ORGANISATION

Founded nearly 180 years ago, this globally renowned German company specialises in developing and manufacturing optical systems, industrial measurement tools, and medical devices. Through its key business divisions - Medical Technology, Industrial Quality & Research, Consumer Markets, Vision Care, and Research Microscopy Solutions - the company offers tailored solutions across various industries.

As a pioneer in scientific optics, the company continues to push the limits of human imagination, creating value for customers and inspiring the world to see in new ways.



THE CHALLENGE

Prior to our engagement, the organization was working with multiple agencies, maintaining a PSL (preferred supplier list) of over 10. They needed a single point of contact and an agency capable of filling the majority of their niche roles in Medical Devices, Microscopy, and Metrology Engineering.

Time to hire was long, and each role was being managed individually by the Hiring Managers, using several agencies and spending up to 35% on fees.



THE SOLUTION

To enhance recruitment efficiency and reduce costs, the organisation centralised all UK-based Medical, Metrology, and Microscopy vacancies under Manpower's dedicated Recruitment Specialist Team. Our experienced team provided valuable insights to streamline the hiring process by establishing a single point of contact and leveraging both Manpower-branded and client-branded advertising, with remote back-office access to direct candidates.

An established account management structure oversees a refined Preferred Supplier List (PSL), ensuring all partners adhere to terms capped at a maximum fee of 18%.



THE RESULT

Ensuring cost-effective recruitment without compromising on quality.

- 93% success rate hiring through Manpower and 7% PSL spend
- Time to hire reduced by over 50%, currently sitting at 30 days
- Utilising data driven insights for effective hiring solutions
- Reduced PSL fees from 35% to 18%

Working with Manpower Engineering has really enabled us to make process improvements and apply a more strategic view to the way we hire and onboard people. The team are an extension of the local team, and work in close partnership with all Hiring Managers, bringing with them data, market intelligence and expertise to ensure a seamless candidate and hiring experience

Helen Garrett
Head of HR