

CASE STUDY – SAVENCIA

THE BRIEF

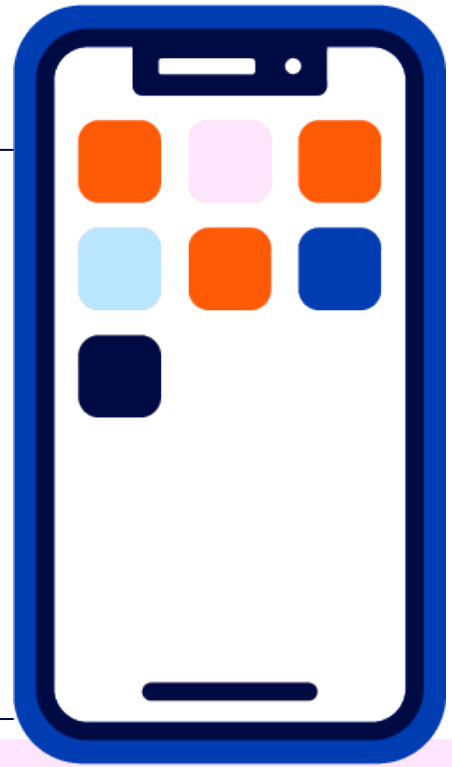
Savencia had an existing relationship with Executive Network Group so when they had a need for a Health and Safety Manager they reached out to work with HSE Recruitment, our specialist Health, Safety, and Environmental recruitment specialist. Savencia were looking for someone who could guide and support the site, as well as reinvigorate the interest in Safety, whilst engaging and educating the site on proactive HSE practices.

The role would report directly into the HR Director covering two UK sites (including manufacturing and warehousing) and be aimed at driving accountability and encouraging the site to take ownership of HSE. The ideal candidate would come from a high-volume manufacturing background who was either already working as a manager, or had the potential to grow into a managerial position. Culture fit was key here, and it was important the right candidate had a coaching and mentoring style and was very proactive.



THE SEARCH

Sophia completed a targeted search across LinkedIn, our database, advert response, referrals, and her personal network of FMCG professionals and narrowed a long list of candidates down by thoroughly competency interviewing them against technical and cultural needs. This resulted in a shortlist of 4 competent professionals submitted to Savencia of which 3 were interviewed at site. All performed well at interview but there was a clear standout who had a hands-on nature, was extremely confident, and very clearly a people person who was able to communicate the why. The candidate impressed Savencia so much that they also offered to support the candidate with their future professional development and NEBOSH Diploma training.



WHAT SAVENCIA HAD TO SAY

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“Sophia’s understanding of our needs from the beginning were fantastic and certainly gave me confidence that we would find the right person with the help of HSE recruitment. The communication was excellent, and the search was completed in a really good timeframe so we were very happy with the end result. Our successful candidate is now a well-respected member of the team and has hit the ground running to shaping the H&S culture change that we were looking for.”

A QUOTE FROM SOPHIA

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“Savencia were a wonderful client to work with who communicated clearly, took on board our market information, and moved quickly from final stage to offer, meaning the candidate felt like they were a priority, helping with long term commitment to the role”.



HSE Recruitment Network



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