

# DEMOB • JOB

EX-MILITARY • ENGINEERING • TECHNICAL

“95% of CVs we receive from Demob Job get to interview stage - saving us valuable time.”

**OUR CLIENT'S  
COMPANY SECRETARY**



## Case Study: An Induction Heating and Welding Systems Manufacturer

A manufacturer of induction heating & welding systems, serving the global metal processing industry had experienced difficulties recruiting field service engineers due to the extent of travelling required as part of the role.

In 2011, the company engaged with Demob Job as it employs a number of ex-military personnel, including its hiring manager who is ex-RAF and recognises the transferrable skills and training ex-military personnel can offer and more importantly, their ability to adapt to different environments and locations.

Our consultants gained a comprehensive understanding of the field service engineer role and the candidate requirements such as flexibility to travel globally, electronics/electrical engineering experience and completing a training programme in the first 6 months which would require the individual to work away from home if they didn't live in a commutable distance. We utilised our database and external commercial resources to identify high quality candidates with the right skills, qualifications, experience, location and salary expectations.

We provided a thorough candidate screening service and submitted a shortlist of candidates to Inductotherm for review before arranging interviews.

- 8 potential candidates initially shortlisted (5 from internal database)
- 4 candidates were interviewed by Demob Job
- 4 candidates were introduced to the company
- 3 candidates were interviewed by the company
- **1 candidate placed**

We completed the final selection process by making the offer to the successful candidate and provided thorough feedback to the candidates who were unsuccessful to help them prepare for future interviews.

Since then, the relationship has continued to strengthen, and we have assisted the company with a number of roles which have been created due to company growth and replacements.

Our client's Company Secretary said “Demob Job really understands our business and is very successful in finding us the right candidates. This is reflected in the quality of candidates put forward and the transferrable skills and attributes they possess. Ex-military personnel are a natural fit for our business and from the CVs we receive, 95% get to the interview stage - saving us valuable time.”

To find out more about how the Demob Job team can help you with your recruitment needs, call us on **0333 344 5577**, email [enquiry@demobjob.co.uk](mailto:enquiry@demobjob.co.uk) or visit [www.demobjob.co.uk](http://www.demobjob.co.uk)