



Our  
Success Stories

**Leading UK  
Energy Supplier**

2019

## Overview.

We partnered with one of the largest suppliers of power in the UK, who provide the highest volume of electricity to homes and businesses across the country, and employ over 12,000 people.

Our partnership began in 2014 after a competitive tender process. Our brief was to manage the end-to-end recruitment requirements and contractor management programme for power stations across the UK, including a ground-breaking nuclear new build project.

Building on our successful partnership, our contract has expanded to include Recruitment Process Outsourcing (RPO) for all permanent graduate roles, internships and apprenticeships. We have also expanded their permanent recruitment team, seconding a senior member of our dedicated Account Management team to support with an internal mobility programme, managing circa 40 vacancies at any one time.

### Why use a Managed Service Partner?

1. Establish control over agency worker recruitment activity
2. Increase visibility across all power stations
3. Improve the efficiency of the recruitment process



**Pioneering recruitment technology**



**Rullion representation across all sites**



**First-class communication**



**Control and reduce spend**



**Improving recruitment efficiency**

## Our results.

Length of  
current agreement

**4**  
YEARS



Total contractors  
placed

**1,200+**  
in current agreement

Fulfilment rate

**97%**

Cost avoidance

**£1.4**  
MILLION



Contractors  
currently on-site

**750+**

Hiring Manager  
Net Promotor Score

**67**  
"EXCELLENT"

Total timesheets  
processed

**136,913**



Female  
engineering  
workforce

**27%**





## Seamless Contractor Migration.

**Following a competitive tender process, our challenge was to implement our contract within 12 weeks of award.**

We managed the migration of over 700 agency workers with our dedicated on-site team providing reassurance, meeting all contractors face-to-face and answering any questions.

We replaced the aged recruitment technology with our bespoke proprietary platform, myRecruiter. The system was designed and configured to meet our partner's specific needs, managing all aspects of recruitment, contract management and e-timesheets, which for the first time, provided complete visibility and control across all recruitment activity and expenditure. The implementation of myRecruiter greatly reduced the time hiring managers previously spent on the recruitment process, with our local teams on-hand to provide one-to-one myRecruiter training and support.

The contract migration programme was successfully completed on time, with all incumbent agency workers transitioned without an issue.

*“ myRecruiter has been in place since 2014. It was developed specifically to our specification and the knowledge of the Rullion teams has been invaluable in allowing the seamless process of recruiting, extending contracts and carrying out annual rate increases. Overall, having the use of myRecruiter has helped to manage a transition over 700 contract workers and the recruitment and maintenance of further workers simple, effective and exceeding expectations. ”*

**Recruitment Manager**  
Leading UK Energy Supplier

## Innovative diversity and inclusion initiatives.

**One of our core objectives throughout our partnership has been recruiting a diverse workforce. Since 2014, we have led various diversity and inclusion initiatives.**

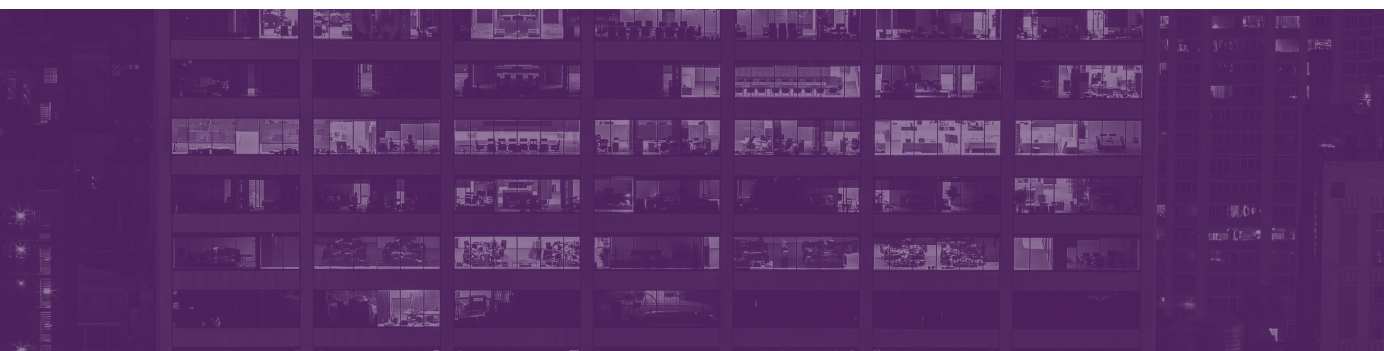
One of the biggest challenges our partner faced was gender imbalance across their engineering workforce. In 2015, only 12% of their engineering workforce was female, and while this was higher than the industry average (9%), we challenged ourselves to improve this further. Shortlist balance was central to our strategy, and we endeavoured to include at least one female on every shortlist. While the industry average has risen to 12% since 2015, we have successfully increased the female engineering workforce to 27%.

We also work closely with our partner on an initiative aimed towards introducing individuals with disabilities into full-time work. Each year, 12 individuals with disabilities are selected to carry out work experience with our partner. At the end of a 12-week period, those individuals who are selected are taken onto Rullion assignments, with Rullion representatives providing a hands-on service, offering support and guidance to these individuals when required.

We have also been involved in inspiring the next generation of talent. We work with various internal and external support networks to help attract emerging talent to STEM (science, technology, engineering and maths) subjects, and promote the opportunity to work with our partner. In 2018, we visited six schools across the country, where we promoted STEM subjects, conducted interview preparation and prepared school leavers for their future job search. In this year alone, we have held 57 mock interviews with school leavers and created 49 student CVs. We have also sponsored STEM events and inclusion events with the STEMettes and Equal Engineers.

*“ Thank you again for the superb workshop given to our girls last week. The girls clearly learnt lots and were inspired by it. One girl used the skills learnt last week and made a website using HTML coding and it is brilliant. This is all new learning for her and she has applied it so well. ”*

**Teacher,**  
Manchester High School for Girls



## Finding the next generation of talent.

**At Rullion, we recognise the intense competition to find the next generation of talent in the energy sector.**

In 2016, our partner required additional support for telephone screening, offer production, arrangement of assessment centres and on-boarding for their annual intake of graduates, industrial placements, interns and apprentices. Following a competitive tender process, a dedicated team from Rullion was embedded into their internal team to help manage the recruitment process.

All candidates have to undertake an initial screening, psychometric, verbal and numerical testing, a telephone interview and an assessment centre. We manage the entire recruitment process from the initial candidate screening, right through to onboarding. Since 2016, we have screened over 13,000 candidates for our partner.

We've now delivered the programme since 2016, successfully reducing time to hire, streamlining processes and consistently adding value to their business. Our partner was so impressed, in January 2019 we were awarded a one year extension to our contract, which means we will now support our partner with their Early Careers' recruitment until June 2020.

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## What we do best.

*“ The reps positioned on-site have a good idea of what we require and always take time to understand what we are looking for. They always ask for feedback and act upon that. ”*

### **Hiring Manager**

Leading UK Energy Supplier

*“ As a new group head this was the first agency worker I had the pleasure of hiring and Rullion was extremely helpful in helping me during the recruitment process. ”*

### **Group Head**

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*“ The great thing Rullion do is have a rep on-site on a regular basis to meet face-to-face and talk out any problems and opportunities. ”*

### **Hiring Manager**

Leading UK Energy Supplier

*“ Support is exceptional with any issues being resolved quickly and without problems. ”*

### **Hiring Manager**

Leading UK Energy Supplier

## Vetting and Clearance.

**Due to the sector, all on-site workers are required to undergo a vigorous vetting and screening process, which can often delay a worker's starting date.**

We're committed to taking the hassle out of recruitment for our clients, so we manage the full vetting process for all our contractors and temporary workers. This includes pre-security clearance screening, which provides hiring managers with an initial indication as to whether the shortlisted candidates will pass their screening checks.

We then carry out full security clearance checks for all our contractors and temporary workers, as well as graduate hires and industrial placements. Along with Right to Work (RTW) and adequate references, candidates must also pass the following security checks to start work:

- Baseline Personnel Security Standard (BPSS)
- Counter Terrorist Check (CTC)
- Security Clearance (SC)

Working closely with our partner's internal vetting team, we have a dedicated on-site Pre-Employment Screening Specialist to manage the end-to-end verification and vetting process, reducing the vetting process to just 29 days from point of offer to start date. In 2018, the Rullion Team was the only supplier not to be audited due to their confidence in our process.

### About Rullion.

We exist to unlock the potential in all of us by creating products, services and experiences that help make the world of work more fun and fulfilling.

We remove the hassle of recruitment, priding ourselves on helping our clients, candidates and employees succeed and grow. Equipped with 40 years' experience in the recruitment industry, we offer flexible, tailored solutions to meet individual needs through our Managed Solutions, Staffing Solutions and Talent Consultancy teams.

Interested? To find out more about how we can help you, or any of the services we offer, please visit:

[www.rullion.co.uk](http://www.rullion.co.uk)