

ENIGMA

PEOPLE SOLUTIONS

A CASE STUDY:

UnikLasers

Description of UniKLasers

UniKLasers is a leading-edge photonics company specialising in the development and production of CW single frequency DPSS lasers. Their proprietary BRaMMS Technology® platform delivers outstanding spectral performance with some of the highest output powers in the market. They are trusted by clients in research and industry worldwide.





Relationship Starts

Enigma People Solutions and UniKLasers first started to get to know each other in 2018 at an industry event aimed at increasing the number of women in the industry. There was a clear meeting of minds that played to our shared ethics and people involvement.

In early 2020 following new funding and some project wins, UniKLasers took the decision to recruit and grow their business. However, Covid-19 and lockdown hit forcing the business to focus on adjusting working patterns as well as find and set up new office premises. The result was while they focused on their new working procedures and supporting their staff, they required a recruitment partner to reduce the time pressure and deliver well qualified candidates. It was vital that those candidates matched both the technical and person specifications and that the recruitment process went smoothly allowing the business to focus on existing customers and evolving new technology offerings.



R&D Laser Engineer - with specific DSSP Laser experience.

Over the course of the second half of 2019 and into 2020 Enigma People Solutions identified and highlighted a small number of relevant candidates to UniKLasers with the understanding that they were not actively looking to recruit but would react to any strong candidates that we identified through the course of our work. This willingness from the client to be open to introductions actually allowed us to prove our network, reach and consistency. As previously stated, experienced Laser Engineers do not grow on trees and especially ones with the detailed knowledge of DPSS Lasers that UniKLasers require. So, the ability to react to candidates as and when they present themselves is important for a company like UniKLasers. In fact, over the course of the summer in 2020 Enigma People Solutions was able to build a useful shortlist that then meant when UniKLasers were ready to move they could identify, qualify and recruit one of the candidates we had introduced at the start of the summer.



This drip feed of highly specialised candidates gave UniKLasers confidence that Enigma could identify and deliver the type of candidates they required.

One of the strategies that Enigma employs is a candidate led approach whereby we recognise that there are key skills in the market that are and will be in demand especially in a market like the photonics market which is expected to triple in size in Scotland between 2019 and 2030.

Our research team works every week to identify, connect with and engage in a meaningful way with interesting people in our industry. Most of these people are passive and not ready to look for a job but it is important to be in contact so that when they are looking we are well placed to support their search for a new job.

One of the ways we help candidates that are looking is to proactively market them to select companies that we know are receptive to discrete introductions. It is this process that led us to placing an excellent R&D Laser Engineer with UniKLasers in the late summer of 2020.

THE PROJECT TO EXPAND AND RESHAPE THE TEAM.

Laser Technician – This was a requirement for an experienced electronics technician with excellent soldering skills to join the manufacturing and assembly team. The challenge was that there were very few people with the soldering skills required at the IPC standards available to meet these needs.

Office Manager – On the surface this was the simplest vacancy as given the pressure on businesses brought about by Covid-19 and the change to working from home there was plenty of availability. The challenge then was who to select and who to reject as there was a high level of interest in the role.

Purchasing Manager – Following the initial briefing meeting this further vacancy was added. This was a similar skillsets to the Office Manager role but required particular sage accounting experience.

The challenge- One of the consistent challenges faced by growing SME's is the issue of being overstretched. Hiring decision makers in these companies are often exceptionally time pressured. The activity of recruitment is almost the straw that breaks the camel's back.



Taking pressure off the client

Our solution of conducting and recording the Screening interview stage to the clients agreed standardisation means that all the client needs to do is review the recordings and select the candidates for final round. Especially when recruiting 3 distinct vacancies the challenge of assessing and sifting multiple candidates for each role is highly time consuming. That is where having a recruitment partner to take that time draining process off a company's hands is significantly beneficial.

The Solution / What went well

Office Manager – Enigma was able to select such a strong shortlist of candidates and present them well enough that the client was able to offer two different people jobs. One was offered a Purchasing Manager role and the other the Office Manager role. This was an outstanding result for the client as it saved significant time in the recruitment process and it was wonderful to help two people achieve the moves they were looking for in their careers.



Laser Technician – Our search focussed on people working in deep tech electronics firms that had the required soldering experience. By focussing on the soldering qualification we actually identified and contacted someone who was not involved in laser physics but actually was from the space electronics industry – the standards of soldering a fantastic energy and passion for something new meant that this candidate was a brilliant find and was offered the role and able to start very quickly. Again, our shortlist was so strong that the client has identified and offered 2nd excellent candidate that is expected to start in early 2021.



Project Delivery–The key here was being able to take pressure off the client which was hugely important. The knowledge for the client that the problem had been handed over to a trusted partner that will deliver a solution that will help the business reshape and resize is key.

The fact that the project started initially with 2 seats to be filled Office Manager and Laser Technician ad resulted in 3 candidates starting and another waiting in the wings was a wonderful result.

This was down to running strong recruitment processes using our defined search and selection process and briefing, interviewing, packaging and delivering the candidate shortlists in a manner that made it easy for the client to then assess and select the final interviews requiring the company to engage in a single interview stage before making the decision to hire but whilst at the same time making sure the candidate journey was full and complete enough that the candidates were confident and clear about the company and the role.

Candidate testimonial

"Ben at Enigma People was a great help during my recruitment process. Friendly, knowledgeable and supportive at every step, I would highly recommend working with Enigma People."

Carly Pluckrose – Office Manager – UniKLasers

We are planning to use Enigma People's services again in the future. Ben made sure that he understands our business and our recruitment needs. He took time to understand the role requirements and helped us finalise the Role Profiles for administrative positions. 1st stage 5-questions (agreed in advance) interviews were conducted by Ben and recorded, then sent to me along with candidates' CVs. This way of working was very efficient and saved us a lot of time. With Enigma People's help we now have four new employees, who fitted very well into our growing team.

Anastasia Bombrys – COO - UniKLasers



Interested in working with
us?

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