

CASE STUDY

RECRUITMENT PROCESS OUTSOURCING

Underground Base Metals Mine

Objective

Xenco was engaged to assist the client in rapidly mobilising a skilled workforce for the reopening of a large-scale underground base metals mine. With strict timelines and a complex recruitment scope, the goal was to source, screen, and onboard approximately 185 personnel within seven weeks, followed by an additional 100 within six weeks.

The Challenges

The client faced several key challenges:

- The client required an accelerated recruitment process without compromising quality or compliance.
- Sourcing and onboarding a wide range of skilled personnel added complexity to the recruitment process.
- Adhering to both the client's internal requirements and site-specific regulations was critical to ensuring a smooth mobilisation.
- Navigating a fluctuating labour market presented challenges in attracting and securing qualified candidates within the required timeframe.

AT A GLANCE

Challenges

- Short recruitment timelines.
- Fluctuating labour market.
- Diverse range of roles required.
- Stringent internal requirements and site-specific regulations.

Benefits

- Successfully met client's workforce mobilisation requirements despite tight deadlines and market challenges.
- Delivered a tailored workforce solution that addressed operational and compliance needs.
- Ensured smooth transition to full-scale operations through industry expertise and strong networks.

Contact us

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Xenco is a multi-disciplined, specialist service group that delivers executive and operational level support to businesses seeking significant improvements in productivity, efficiencies and company profitability.

Our Approach

To meet the client's urgent workforce mobilisation needs, Xenco implemented a tailored hybrid Recruitment Process Outsourcing (RPO) solution that complemented the client's existing HR function. Our approach included:

Deployment of a Dedicated Recruitment Team

We deployed a team of experienced recruitment specialists to manage the end-to-end hiring process, ensuring efficiency and alignment with timelines.

Comprehensive Talent Sourcing

A targeted recruitment strategy was developed to attract skilled candidates across various disciplines, leveraging our industry networks and database.

Streamlined Screening Process

We conducted rigorous initial screenings and interviews, ensuring that all shortlisted candidates met the client's technical and compliance requirements.

Compliance and Mobilisation Support

Our team facilitated medical assessments, onboarding, and site-specific compliance checks, ensuring a smooth transition from offer acceptance to mobilisation.

Our Results

Xenco successfully delivered on the client's workforce mobilisation requirements, overcoming tight deadlines and market challenges.

By leveraging our expertise and industry networks, Xenco delivered a workforce solution that met the project's operational and compliance requirements, ensuring a successful transition to full-scale operations.



"Xenco was engaged to support us during the ramp-up of a major underground mining project. We utilised them to supplement the existing HR and recruitment function within our business. Xenco was able to quickly mobilise a team and to support our business to achieve the desired outcomes and mobilise the project on time. They understood the nature of our business and were a valuable asset to the process. I would utilise them again."

- HR Manager

**Successfully
met all
recruitment
deadlines**



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