



# Bringing the Practical Touch to Business Improvement

Offshore & Site Recruitment Kaizen

# Offshore & Site Recruitment

## Success Story

### 1. Why are we doing it?

Our client has been awarded a contract for the installation & commissioning of a new offshore asset, this includes the sourcing of all contractors for all worksopes. The client's current recruitment process, and performance, has issues and opportunity to improve.

- Duplicate recruitment processes running in parallel
- Recruitment issues have resulted in poor first trip assessments
- It takes an average of 20 days to mobilise successful candidates
- 4066 days lost due to missed mobilisation dates
- To ensure these issues do not reoccur on all future up-mans for projects and shutdowns



## 2. What was happening before?

Two Recruitment Processes were running in parallel of which 65% process steps were the same.

£462,000 wasted due to duplication of activities.

£1.9 million lost revenue due to recruitment related missed mobilisations.

## 3. How is it now?

Streamlined

- Waste and unnecessary process steps removed
- Single process all have agreed to follow
- Removed duplicate paper process
- Remove multiple medicals, inductions and unnecessary training
- Improved stakeholder interfaces
- Reference checks removed

Standardised

- Mob/demob checklist created
- Engineering & Construction job descriptions reviewed, updated and approved
- Standard adverts created

Sustainable

- KPI's created for offshore process
- Hiring manager -Resource Management System user guide created

## 4. What have we achieved?

Removed unnecessary steps in the hiring process.

Creation of a single standard process which is applied across the business.

A process with focus maintained on Health Safety & the Environment.

Streamlined checks and trackers.

No recertification where validity of training and valid medicals already exists.

Trained hiring managers.

Reduced the cost of hiring people.

Cost avoidance of  
£1.6 Million

92% reduction  
in missed  
mobilisation  
dates

Revenue  
increase  
£2M

## 5. What benefits have we realised?

Removal of time and effort for unnecessary training.

Removal of time and effort for duplicate medicals.

Average time to fill offshore positions always meeting the Service Level Agreement – 5 days.

Improved reputation, increased number of applicants per position advertised.

Ability to measure & monitor the process.

## 6. What was the value of the deliverables?

Duplicate certification - Cost avoidance £1.6M

Repeating valid medicals - Cost avoidance £240K

Increase revenue in excess of £2M in year, through 92% reduction in days lost due to missed mobilisation dates.

Reduced manpower churn through an improved candidate experience.