



Cummins Emissions Solutions Case Study Relocation Project

As a result of providing tailor-made recruitment services to Cummins Engines in Darlington as their dedicated recruitment partner, the Cummins Group recommended that NRG support the recruitment requirements for the Cummins Emission Solutions relocation.

Cummins Emission Solutions manufacture catalytic exhaust systems and in December 2007 relocated from Hinckley in Leicestershire to Darlington. 95% of staff opted not to relocate hence NRG supported Cummins Emission solutions with their new operation recruitment requirements.

We successfully recruited the following positions:

- Skilled Pro-Type Welders
- Skilled Robotic Welders
- Experienced Materials Handlers
- Operational Team Manager
- Time-Served Toolmaker
- Mechanical Maintenance Engineer
- Electrical Maintenance Engineer
- Customer Service Representatives
- Quality Technician

We conducted a multi-stage assessment exercise for positions ensuring the 'right candidates' for the roles were appointed to include:

- Application Shortlist
- Telephone Interview
- Understanding Instructions Ability Test
- Manual Dexterity Skills Test
- Competency-based Interviews
- Checks: referencing, ID etc.

In addition to the recruitment exercise NRG acted as Cummins Emission HR administration departments arranging all references, applications, packs, offer management and supported the co-ordination of travel and accommodation and new starter induction training.

The positions were recruited with in a 3-week timescale, which exceeded all expectations. The applicants commenced their employment in Hinckley to conduct pre-relocation training, which proved valuable. As testament to the calibre of candidates recruited the new facility was fully operational within in 4 days of relocation 2 weeks earlier then anticipated, a resounding success.

Two months after the recruitment project was complete all candidates' performance is reportedly outstanding. Cummins Emission Solutions have requested NRG to recruit further positions to support further growth both on a permanent basis and via the provision of a temporary flexible workforce.