



# MILITARY HGV DRIVERS

## Military HGV Drivers

## Imperial Logistics

### Case Study



### Imperial Logistics

**Brief Description:** Recruitment sourcing, candidate management, screening, client liaison and ongoing after placement support for Imperial Logistics

**Objective -** To recruit and on-board 10 permanent HGV drivers in 5 months for Imperial Logistics.

**Outcome -** Successfully managed to complete the project within 9 weeks.

Military HGV Drivers actively work with driver organisations to ensure that the overall recruitment strategy aligns with our candidate specific needs.

This case study highlights the work done by the Imperial Logistics & Military HGV Drivers.

## About Imperial Logistics

Imperial Logistics is the leading logistics supplier in South Africa, and one of the largest on the African continent with offices located globally with its headquarters based in Duisburg, Germany.

Imperial Logistics also has offices located in the UK, with its main office in Oxford which currently has its recruitment managed by Military HGV Drivers.

Imperial Logistics' mission and primary aim was to recruit and on-board 10 permanent HGV drivers within 5 months for their Oxford location.

Some requirements included:

- Full HGV 1 qualification
- Certificate of Professional Competence (CPC)
- Sufficient amount of relevant work experience
- Candidate screening of licence checks, driver endorsements and suitability
- Behavioural interviews and candidate expectations
- Referencing checks
- Candidate profiles and shortlisting

- Interview scheduling
- Free replacements
- After placement support
- Monthly service management reviews

## Project Background

Military HGV Drivers has extensive experience across both the Military and the driving industry providing end-to-end recruitment management solutions. We provide a fully managed recruitment service for Imperial Logistics from start to finish, from candidate sourcing all the way to after placement support. We also provide additional training qualifications to all new candidates which included Driver Refresher Compliance Training.

"Imperial Logistics wanted the project completed in 5 months; we completed the work in 9 weeks. They loved the work we did so much, they placed another order for 10 HGV Drivers on our **Partnership Recruitment Service!**".



*Fulfil Your Roles*



*Less Admin*



*Save Costs*



*Paul Baker, Director of Military HGV Drivers*

The target was to on-board 10 permanent HGV drivers in a 5-month timescale and provide a full end-to-end recruitment service. Improving operations and providing high quality candidates, from sourcing all the way to after placement support. The service delivered has now been extended with KPI's being overachieved monthly by Military HGV Drivers.

## Client Benefits...

### ✓ Reliability

Imperial Logistics have the reliability with their recruitment process and plans that they have a proven supplier which delivers and meets company KPI's.

### ✓ Simplified

Their new joiners' journey to employment has now been streamlined, efficient and a simplified process.

### ✓ Tracking

It is now easier for Imperial Logistics to track their recruitment through service management meetings and understanding where they are in the process and future strategy.

### ✓ Compliance

Imperial Logistics demonstrate compliance within their recruitment process with the screening Military HGV Drivers provides.

### ✓ Quality of Candidates

Higher quality of candidates enables Imperial Logistics to grow faster and become more profitable as an organisation.



---

***“Give them a call. I am so glad that I did – Highly Recommended”.***

***- UK Transport Manager at Imperial Logistics***

---

## Why Military HGV Drivers?

At Military HGV Drivers we understand recruitment, business and process. Placing the customer at the heart of everything that we do, we have a proven track record in transforming businesses through intelligent recruitment solutions. With Military HGV Drivers you'll find that we:

**Think of you** – our customer. We make it our priority and deliver business to see the world through your eyes and means we are practical and build intelligent, recruitment solutions that you deserve.

**Find a way** – our entrepreneurial spirit and know-how enables us to deliver recruitment services with speed and agility that can be trusted.

**Keep it simple** – we minimise the risk and gain results fast. Our expertise and pragmatic solving to ensure we deliver on time.

**Want to learn more? Contact us at [Paul.Baker@militaryhgvdrivers.co.uk](mailto:Paul.Baker@militaryhgvdrivers.co.uk)**