



## PEOPLE



## PwC with Ministry of Defence

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**ATKINS**

PwC were engaged by MOD Defence Equipment & Support (DE&S) organisation in March 2013, our challenge was to transform and accelerate the recruitment process within DE&S, and support the organisation to recruit a target of 1,500 people into very specialist roles within the Engineering, Commercial, Finance, Project and Programme Management, logistics and IT functions. The organisation has numerous sites across the UK and overseas and is responsible for procuring and supporting equipment for the Armed Forces (Army, Royal Navy and Royal Air Force) and has an annual budget of c.15bn per year. Over the last 18 months, PwC have worked with the business to create a recruitment strategy and redesign their recruitment process to deliver new people into their organisation. Offers for new roles were made to over 1,826 people, over 1500 new staff have joined the organisation and we have reduced the time to hire from an average of 6 – 9 months to under 15 weeks. This achievement is set against the organisation having only recruited 81 people in FY 2013/14 and a backdrop against a very competitive labour marketplace. PwC created a supporting infrastructure and process that will be enduring and will enable the organisation to effectively compete for staff into the future. More recently PwC have helped DE&S to put in place an innovative 'Rolling Recruitment' programme that is being considered for roll out across the wider MOD and Civil Service.

PwC worked as a joint team with MOD HR colleagues and internal suppliers from Defence Business Services to provide an integrated approach. Through working with the business they gained a unique insight into the workforce challenges, which helped change the customers' perspective of HR.

The PwC brought a holistic approach to the problem. PwC were able to provide unique service to the client which combined deep HR subject matter expertise, a credible and effective programme management capability and external specialist recruitment suppliers which delivered measurable results to the client.