CASE STUDY

RSE

Specialist Contract Recruitment Across Design, Process and Commissioning

> *"He brings a high level of professionalism and engagement to all projects that we collaborate on and has continued to deliver high quality candidates."*
>
> ***— Ryan Wilson, Talent Acquisition Manager, RSE***

5 NICHE ENGINEERS PLACED. 100% OFFER ACCEPTANCE.

RSE needed specialist engineers in Electrical Design, Process and Commissioning, and they needed them fast. Every role came with its own constraints: a specific technical background, a fixed location, and in some cases a skillset only a handful of people in the market could offer.

With deadlines that tight, we were upfront with RSE about what the market could realistically deliver against each one, and recommended going contract for every search.

Results

5

Contract engineers placed.

2.6 WEEKS

from brief to placement.

3:2

average CV to interview ratio.

We delivered

Electrical Design Engineer

Process Engineer (x2)

Electrical Commissioning Engineer

Commissioning Technical Lead

A NARROW TALENT POOL.

When standard recruitment isn't enough

Specialist engineers with the right technical background are scarce, and each of RSE's five roles carried its own bar to clear:

- **Electrical Design Engineer** - needed to meet RSE's technical requirements without compromise, in a market where suitable candidates move quickly once available.
- **Process Engineer (x2)** - required clean water experience and the ability to manage full lifecycle designs independently, since both positions were based from home with no daily oversight.
- **Electrical Commissioning Engineer** - needed a base in the Lake District with more than ten years of experience, a combination that left few candidates to choose from in that part of the country.
- **Commissioning Technical Lead** - needed hands-on experience on membrane plants, a niche within a niche. The hiring manager had been covering the role personally while the search was underway, underlining the pressure to deliver quickly.

AN EMBEDDED PARTNER.

A conversation-led approach

Our approach starts with a conversation: how many people genuinely fit the profile, how quickly they could be found, and whether a permanent search made sense given the deadline. RSE's HR function leans on us for that market insight: salary benchmarking, talent pool depth, and whether contract is the faster route.

That conversation shaped the plan for all five roles. The Electrical Design Engineer closed in two weeks. The two Process Engineer searches closed in a week and a half and three weeks respectively. The Electrical Commissioning Engineer search closed in three weeks despite its geographic constraints. The Commissioning Technical Lead, the most specific brief of the five, closed in three and a half weeks, using a single-stage interview process to keep momentum once the right person was identified.

Screening held to a 3:2 CV-to-interview ratio throughout, reflecting how closely each candidate was matched to brief before reaching interview stage.

5 PLACEMENTS ACROSS A NICHE TALENT POOL.

Speed and fit, not one without the other

All five placements were completed with a 100% offer acceptance rate. Onboarding was simple once RSE decided to hire, they equip every contractor with their own kit, and candidate feedback has been consistently positive.

The clearest measure of success is retention: the Electrical Commissioning Engineer, brought on for what was originally a six-month contract, has now been with RSE for a year and a half.

The relationship reflects how Murray McIntosh works across water recruitment: not as a transactional supplier, but as an embedded partner who understands the industry. We continue to work with RSE, trusted to bring them the right people when they need them, while keeping them informed on what we're seeing in the market and advising on the best way forward.

"Bradley had supported RSE for several years and I've had the pleasure of working with him personally over the last 6 months. He brings a high level of professionalism and engagement to all projects that we collaborate on and has continued to deliver high quality candidates."

— Ryan Wilson, Talent Acquisition Manager, RSE

THE PEOPLE YOU NEED DO EXIST.

Just let us know how we can help you

For more than a decade, Murray McIntosh has been at the forefront of water-sector recruitment, supporting water companies, tier providers, SMEs and suppliers with the skilled professionals they need to deliver.

We have an unrivalled understanding of the pressures facing the industry: tightening regulatory demands, ageing infrastructure, environmental expectations, and the intensifying workforce challenges of AMP cycles. Because our water team work exclusively in this space, we know where the talent is, how to engage it, and how to overcome the structural hiring barriers unique to the water sector. By working as an extension of our clients' teams, we help build realistic, long-term workforce strategies that address the skills shortages affecting the water sector.

As trusted specialists, and active members of AquaFed, Future Water, and the Institute of Water, we combine deep sector knowledge with a modern, data-driven approach to recruitment. Murray McIntosh is the partner the water industry relies on today, and the one shaping its workforce for tomorrow.

Get in touch



BRADLEY HAWORTH

Senior Recruitment Consultant - Water

01184 380 595

bradleyhaworth@murraymcintosh.com

Connect with me on LinkedIn

Most recruiters know engineering.

WE KNOW WATER

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