

BMW GROUP NEWSLETTER

Today's insights into
tomorrow's world of work



HAYS QUARTERLY NEWSLETTER – Q2 2023

Welcome to the next instalment of the Hays' Quarterly Newsletter!
Read below to find the latest updates on our people, systems,
processes, market trends, and more.



PRIDE MONTH

In June, Hays celebrated Pride month. Hays would like to shine a light on why it's important for organisations to show their support. Although society has come a long way since the first Pride march in 1970, members of the LGBTQ+ community still face discrimination over 50 years later. We are proud to share with you that Hays is committed every month, not just pride month to ensuring our workplace is inclusive and authentic.



HAYS NEIGHBOURLY

Helping for your tomorrow

As part of our 'Helping for your tomorrow' initiative, Hays UK&I set an ambitious goal of delivering 10,000 + hours of community volunteering with local charities and good causes between 3-14 July. Hays UK&I partnered with Neighbourly, resulting in a total of 9266 hours logged for over 282 events across 76 postcodes.



SERVICE FEEDBACK

Our people are at the heart of our service and the feedback that we receive

"I was very reassured to find that Hays have recently formed a specialist team which focuses on RPA so were able to source a number of high-quality candidates for those roles as well as the project lead role too.

I was constantly updated by Eva who worked tirelessly to fill the roles and make sure everything ran smoothly. We completed recruitment within a month." – Farnborough

"Very challenging role. Good creative sourcing of candidates. Good support manually despite system challenges encountered."

– Goodwood

"Lauren was highly supportive in the recruitment process, and responsive to requests and changes. The Directors hiring for the position are pleased with the time to hire and calibre of candidate." – Oxford

CELEBRATING SUCCESS - PROMOTIONS

We celebrate two promotions this month for our consultants based in the direct sourcing BMW Group Team.

Mohamad Asif has been with our team since the beginning of the BMW/Hays journey back in May 22 as a Senior Sourcing Partner. He is an incredibly driven individual, who not only contributes towards supplying the account with the highest calibre CVs but also working with our wider Hays network to continually evolve the BMW Group account.

Congratulations Mo on your promotion to Principle Sourcing Partner and for always striving on working for our tomorrow.



Shanteece Munroe has also been apart of the BMW Group account team since the beginning of our time at BMW, acting as a Associate Sourcing Partner. She brings a wide range of skills that support Hiring Managers through their recruitment journey, lending themselves to ensuring it is a positive experience balanced with credible market intelligence. Congratulations Shanteece on your promotion to Sourcing Partner.



COMING SOON - WORKSPACE

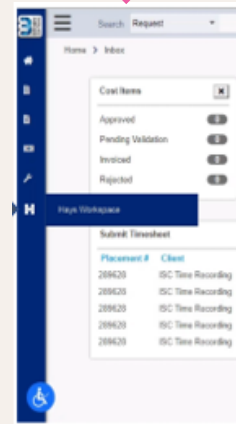
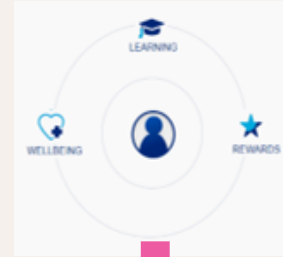


We are excited to announce we will soon be launching Workspace for Hays 3SS Workers.

'Working for you Tomorrow' means that we are continuously looking for ways to improve the services we offer to our clients and contractors. As such, we are thrilled to announce that **Workspace** – a new tool where Hays workers will have access to commercial benefits, wellbeing and learning modules, complimentary through Hays will be available soon!

A new Workspace button in 3SS toolbar, visible to Hays workers only, will allow the workers to access to the portal.

More information to be shared!



A YEAR IN SERVICE

May this year saw us celebrating our first year in service with BMW Group.

It is always a good time to reflect on what we have learnt when we achieve such milestones, how we can grow and how we strive for success.

Technology and data both underpin our service delivery, being able to utilise what we have available to identify efficiencies has been vital. It has given us the opportunity to adapt and change the narrative on how we recruit for BMW Group, ranging from our initial intake briefing discussion to how we best use market insights to build our sourcing strategy and attract talent.

First impressions count as do continued support and engagement for temporary workers/agency partners. Which is why we strive to continually review how our onboarding processes work and the impact they have on the individuals' journey into BMW Group and during their tenure. We are proud to share the implementation of Workplace, a Hays built application solely there for our workforce, providing them with benefits and support throughout their time with BMW Group/Hays.

Using intelligence as well as feedback from stakeholders allows us to adapt and drive change. The feedback you provide has allowed us to define continuous improvement and technology roadmaps, which help support us in achieving success. We would like to thank BMW Group for partnering with us to collaborate on working for our tomorrow.

