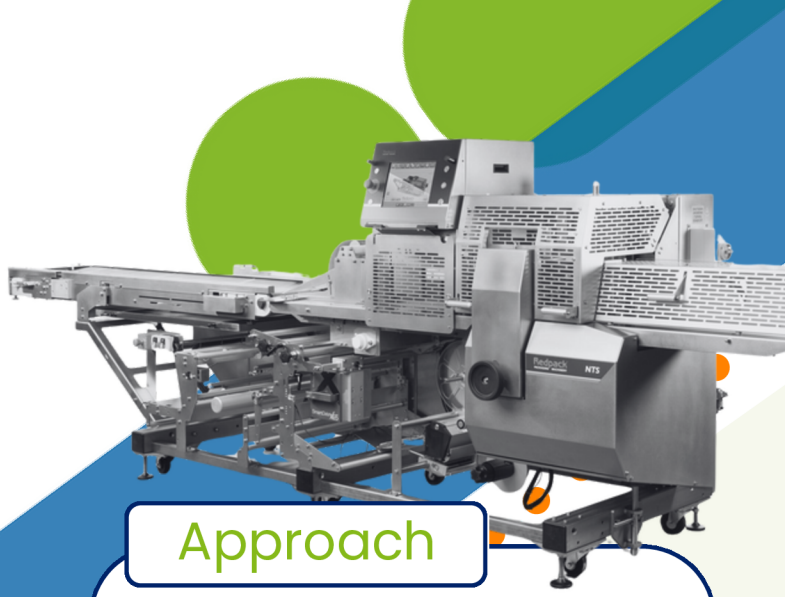
Spider

award-winning experts in multi-job board online advertising!



Case Study.

How RedPack Streamlined Recruitment & Cut Costs with a Scalable Hiring Solution

As a long-established UK packaging machinery **manufacturer**, RedPack faced rising recruitment demands during a period of growth. This case study explores their **objectives and our approach** to overcoming challenges to support their long-term success.

Objectives

Control and Reduce Recruitment Costs

Recruitment was costly and ineffective. RedPack used agencies, but high fees delivered inconsistent candidates. Direct job boards lacked the support needed for successful hiring.

Minimise Time Spent Reviewing CVs

Time-poor hiring managers needed a faster screening process. Job boards brought unsuitable applications, and without filtering, shortlisting became slow and inefficient.

Find a Trusted Recruitment Partner for Growth

Entering a growth phase, RedPack needed dependable hiring support. Previous partners were inconsistent, needed chasing, and didn't match long-term needs. A scalable, proactive solution was key.

Approach

Reduced Recruitment Costs

We proposed a tailored multi-pack deal aligned with their hiring plans, delivering better value and long-term savings over agency fees or one-off ads.

Streamlined CV Review Process

We included CV screening to ease pressure on time-poor hiring managers, filtering out unsuitable applicants and delivering a refined shortlist tailored to their needs.

Reliable Partnership for Growth

To support ongoing growth, we assigned a dedicated account manager to ensure clear communication, personalised support, and a smooth recruitment process.

Results

£2k
Saved
Savings achieved on the first initial placement compared to traditional agency fees.

Total savings across the multi-pack deal amount to circa £10,000.

54
Applications Received
16 candidates shortlisted by Spider, with 3 progressing to interviews and a successful placement.

12
Day Turnaround
A speedy turnaround: From campaign launch to placement offer, demonstrating rapid recruitment.

> Working with Spider has been **smooth & straight forward**. Their fixed-fee service took the hassle out of advertising our vacancy online, placing it across **all the major job boards** and social media platforms.
>
> The CV Gateway gave us **complete visibility** of the candidate pipeline, making it simple to track applications and manage the recruitment process.
>
> We **successfully filled the role quickly** and efficiently, and we were impressed by both the **quality of applicants** and the smooth, **professional service** throughout.
>
> We'd **recommend them** to any business as part of their recruitment solutions.

- General Manager | RedPack

Spider

industry insights & salary benchmarks

Economic Uncertainty

Firms are tackling **higher employment taxes**, wage increases, and energy volatility by focusing on efficiency, automation, and smarter cost control. While margins are under pressure, many are **adapting quickly to stay competitive**.

Export challenges (from global trade shifts to post-Brexit changes) are **driving diversification** and supply chain agility. Though over half of manufacturers face pricing pressures, the sector is using this period to **streamline operations** and build long-term strength.

Skills Shortages

The **UK manufacturing sector** faces critical talent shortages, with **75% of manufacturers** citing skills gaps as a major growth barrier. Recruitment and retention remain difficult, with **36% struggling to recruit** and **32% losing staff**. Companies are increasing investment in apprenticeships and upskilling to address these issues. (source: Barclays Corporate)

Supply Chain Disruption

UK manufacturers remain highly vulnerable to **global supply chain shocks**. Ongoing trade tensions, particularly between China and the West, have **increased the risk of disruption** to key imported components such as semiconductors, electronic parts, and specialist materials.

Additionally, **global shipping bottlenecks**, fluctuating freight rates, and limited domestic alternatives further compound the challenge, **leaving many UK firms with reduced flexibility** and rising procurement risks.

Advertising Tips

- Time-poor teams risk losing talent to faster-moving employers - **so strike fast!**
- Compete for talent by showcasing what makes your business stand out. **Think: benefits, culture and perks.**
- Prioritise transferable skills over strict experience requirements. **Can you hire from adjacent sectors?**

Salary: UK Range vs UK Average

For more information on how we can support your recruitment requirements, scan the QR code below to email us:

hello@spiderrecruit.co.uk

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