

# TCP GROUP - BIDRECRUIT CASE STUDY

TCP Group has a very busy HR department that hire for numerous positions given the different services it offers. Hiring for different positions meant posting to a large number of job boards resulting in a time-intensive and inefficient process. BidRecruit helped TCP Group consolidate their hiring onto one easy-to-use platform, significantly reducing time during the recruitment process along with improving candidate quality.



50% reduction  
in time-to-hire  
&  
50 new hires  
through  
BidRecruit in  
12 months

## About TCP Group

The TCP Group is a healthcare service provider, specialising in 'direct to patient services' which include the dispensing and distribution of pharmaceutical products, homecare nursing services and sharps waste management, facilitating a unique turnkey solution in patient care. With this approach, The TCP Group is transforming healthcare delivery in Ireland by 'bringing hospital care home'. TCP Group employs more than 150 people directly with a team of 3 in HR.

### Industry

Healthcare & Logistics

### Location

Republic of Ireland

### No. Employees

100-200

### Favourite Features

Multiple job site posting,  
A.I. Technology, Team  
collaboration



## The Challenge

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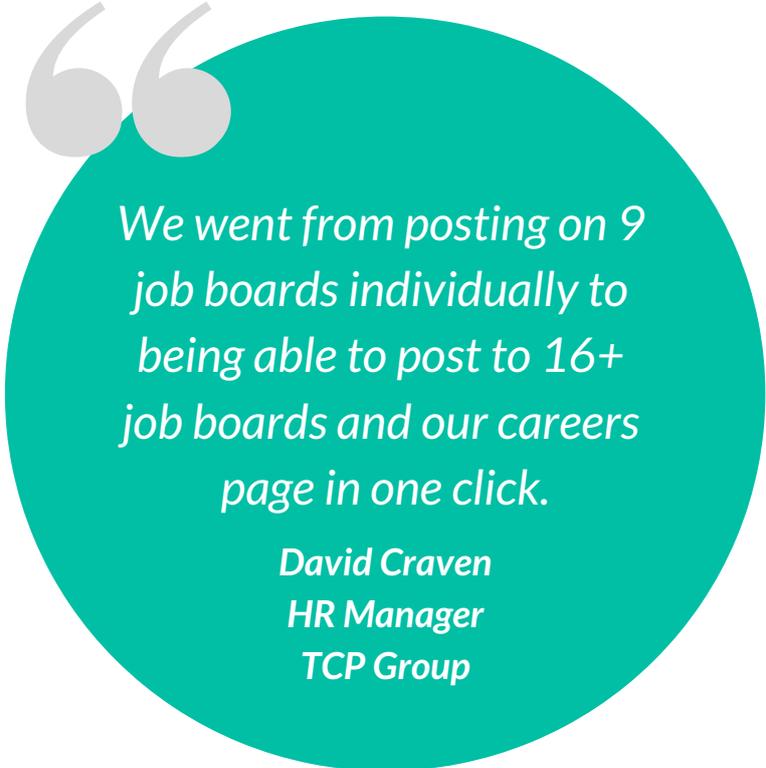
David Craven, HR Manager of TCP Group, has been with the company for over 9 years and saw the need for process improvements when recruiting. “Because we have over 50 service/client offerings we had a need to be on many job boards, 9 in total” David reflected. “This meant logging into 9 different portals and posting each job individually, it was very time-intensive”. Further to this, some job boards were expensive but were not producing the candidate quality and volume required.

A lack of talent pool was another challenge faced by the HR team. Although TCP Group has many different service offerings, they often have repeat positions. The team required an easily accessible talent pool of suitable candidates to fill these positions. “Very often the group is recruiting for similar positions, many of which need in-depth screening as they are healthcare positions”, David reflects, “We needed a talent pool which had already been pre-screened, readily available to us. We were getting good quality CVs from some job boards but we had no way to screen or store these for future processes”, David says.

## The Solution

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Taking on BidRecruit offered an instant solution to the challenges TCP Group were facing with posting to multiple job boards. BidRecruit allows you to post to 16+ job boards, social media and your careers page in one click. As David states “suddenly it was all on one platform, allowing us to greatly reduce one very time-consuming element of our recruitment process.”



*We went from posting on 9 job boards individually to being able to post to 16+ job boards and our careers page in one click.*

**David Craven**  
HR Manager  
TCP Group

BidRecruit also offered David and his team exposure to recruitment channels that weren't being utilised, resulting in more quality candidates. “Though we were previously posting to larger job boards, we now have access to new channels, giving our positions more visibility and increasing the number of quality CVs we are receiving” David states.

BidRecruit's A.I. technology greatly assisted TCP Group with their screening process. BidRecruit's A.I. screening features allows the team to set pre-qualifying questions to filter out the candidates not suitable for positions. The technology also scores and presents the most qualified candidates first. As David says, “we set the criteria and the questions and the A.I. technology does all the initial work for us, we can instantly see the top performing and best-suited candidates for the job.” David says, “we are also able to store relevant CVs on the platform which we can access for repeat positions.”

## The Benefits

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“It goes without saying, time is the biggest benefit we’ve seen from using the software, and we saw the benefit immediately” David states, “but the quality of candidates has also improved”. Since taking on the software the TCP HR team have utilised the reporting feature which allows them to track CV source and make informed decisions on effective recruitment channels. Subsequently, the team have changed the channels they use, resulting in better quality candidates and a shift of recruitment budget to more profitable channels.

TCP Group have also seen the positive effects of using the software for collaboration with other department heads and hiring managers. As David says, “I can set permissions for the different positions I am hiring for, which means only the relevant department heads and hiring managers see the relevant positions. This keeps everything segmented and easily tracked, along with the advantage of keeping everything GDPR compliant”.

David finishes by highlighting the advantages of working with the BidRecruit team, “from initial onboarding to adding team members, the set-up is instantaneous, painless and doesn’t delay your recruitment process whatsoever” David says, “For us, it was important to work with a company that understood our needs and provide a platform to meet those needs, which BidRecruit has done. You never feel like a number, it is a client-led relationship and platform”.

## Want hiring success like The TCP Group?

We simplify difficult & time-consuming tasks so you can focus on finding the right person. Why not contact us today to discuss how we can help you hire smarter.

[Book A Demo](#)

## The Results

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- 50% reduction in time-to-hire
- Reduction in recruitment costs by 70% per hire
- 50 new hires through BidRecruit in 12 months. Increased staff numbers from 100 to nearly 200
- Removal of 1 job board with significant savings
- Introduction of new recruitment channels bringing in high quality candidates

*Time is the biggest benefit we’ve seen from using BidRecruit, and we saw the benefit immediately.*

*David Craven  
HR Manager  
TCP Group*