



# Case Study



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**Julie McCombs, HR Manager, People & Culture at Kyocera**

# Key achievements

- Kyocera needed to replace their long-standing HR Manager who was retiring after 18 years in post.
- HR Recruit successfully placed a highly experienced candidate with broad HR expertise and commercial insight.
- The recruitment process involved managing multiple stakeholders and interviews across UK and European teams.
- HR Recruit delivered a seamless and efficient process, leading to the appointment of a candidate who now plays a key role in managing HR across Kyocera's two UK sites.

# The Challenge



# Finding a successor for a long-serving HR Manager

Kyocera, a global manufacturer with operations in the UK, faced the complex challenge of replacing their HR Manager who had been in post for nearly two decades and played a key role in the senior leadership team.

The new hire needed not only the right HR credentials but also a strong professional track record and the ability to manage responsibilities across two UK locations - Sheffield and the West Midlands - which required regular site travel. On top of this, interviews needed to be coordinated across UK and European stakeholders.

Julie McCombs, HR Manager, People & Culture at Kyocera, shared: “When selecting an agency to support us in recruiting for an HR Manager role, we found HR Recruit’s straightforward approach, along with their deep knowledge of the HR recruitment market, to be invaluable in sourcing high-quality candidates swiftly and guided the process seamlessly through to a successful hire.”



# The Search



# A professional and collaborative hiring journey

HR Recruit worked closely with Kyocera from the start, ensuring the brief was well understood and tailored to their unique requirements:

- **Initial Consultation:** HR Recruit engaged with Kyocera to understand the scope of the role, site requirements, and the calibre of professional needed to succeed.
- **Candidate Search:** Leveraging HR Recruit's broad network, a targeted search began, focusing on senior HR professionals with proven leadership experience and the flexibility to work across both UK sites.
- **Candidate Evaluation:** A careful assessment of each applicant's experience, business acumen, and cultural fit was carried out, ensuring the shortlist met all of Kyocera's expectations.
- **Shortlisting:** Five candidates were interviewed at the first stage, followed by a second stage with two finalists.
- **Interview and Selection:** HR Recruit coordinated interviews involving UK and European stakeholders, handling the logistical complexities and supporting Kyocera at each step until the successful appointment was made.

# Why HR Recruit?



# Expertise and supportive approach

Kyocera required a partner who could handle complexity with ease and understand the distinctions of senior HR hiring. HR Recruit proved to be that partner; being flexible, knowledgeable, and responsive throughout.

HR Recruit sourced a standout candidate with experience running her own HR consultancy and a commercial mindset that aligned perfectly with the business. She also brought added value by understanding international HR contexts, while her role remains focused on managing HR across Kyocera's two UK sites.

Julie McCombs, HR Manager, People & Culture at Kyocera, commented: "Coordinating interviews across both UK and European managers presented logistical challenges, making effective candidate management essential. HR Recruit handled this with professionalism and efficiency throughout."

The recruiter commented: "Kyocera were a pleasure to work with. I received a detailed brief and plenty of company insight from the start, which gave me a strong understanding of their culture and ideal candidate. They were also quick to provide me with comprehensive feedback and updates, which meant that overall it was a smooth and efficient process in securing them a fantastic and experienced candidate."



# We'll help you find the perfect candidate

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