



**CASE STUDY
2024**



HEALTH & BEAUTY



TRANSFORMING RECRUITMENT

FOR HEALTH & BEAUTY CARE SP. Z O.O. WITH EWL GROUP

CASE STUDY

Background



Health & Beauty Care Sp. z o.o. (HBC), established in 2013, is a leading manufacturer of a diverse range of cosmetics. HBC specializes in skincare, haircare, sauna, spa, shower & bath products, disinfectants, and domestic detergents, supplying to various European countries. The company's focus on quality and advanced technologies has been integral to its success. HBC prides itself on its meticulous formulation, manufacturing, and filling of personal care products, ensuring the highest standards for their clients' brands.

Challenges

HBC faced multiple recruitment challenges:

- **High Turnover Rates**
Frequent turnover of external employees disrupted production efficiency.
- **Mismatched Candidates**
Difficulty in finding candidates who fit the specific needs of the cosmetics industry.
- **Limited Administrative Capacity**
HBC's small administrative team found it challenging to manage recruitment processes alongside core business operations.
- **Local Market Shortages**
Scarcity of experienced workers in the local market, exacerbating recruitment difficulties.



The Decision to Partner with EWL

HBC opted to collaborate with EWL Group due to:

- **Extensive Candidate Database**
EWL's large pool of candidates provided a broader selection to find the right fit.
- **Professional Service Management**
EWL's expertise in handling recruitment processes allowed HBC to focus on its core activities.
- **Industry-Specific Experience**
EWL's experience with the cosmetics industry ensured a better understanding of HBC's specific requirements.

Implementation

The partnership with EWL Group unfolded through several stages:

- **Initial Meeting**
HBC and EWL discussed HBC's specific recruitment needs.
- **Tailored Price Offer**
EWL provided a customized pricing plan to suit HBC's budget and requirements.
- **On-Site Coordinator Visit**
An EWL coordinator visited HBC's production plant to understand the operational environment and expectations.
- **Candidate Presentation**
EWL presented potential candidates for HBC's consideration.
- **Employee Integration**
EWL facilitated the introduction and onboarding of new employees into HBC's plant, managing payroll and working hours.



Solutions Provided by EWL Group

EWL Group offers comprehensive HR solutions, including:

- **Employee Leasing**
Provides flexible workforce solutions, allowing companies to scale up or down based on demand.
- **Permanent Recruitment**
Handles the full recruitment process for permanent positions, from advertising to candidate selection.
- **Legal Support for Foreign Workers**
Ensures compliance with local labor laws and manages the legalization of foreign employees (EWL Group).

Benefits Realized

The collaboration with EWL Group brought several benefits to HBC:

- **Operational Flexibility**
HBC could quickly adjust its workforce based on production needs.
- **Administrative Efficiency**
EWL took over payroll and working hour management, reducing the administrative burden on HBC.
- **Access to Skilled Workforce**
EWL's extensive candidate database allowed HBC to find qualified employees efficiently.
- **Reduced Turnover**
Better-matched candidates led to a decrease in employee turnover rates.

One of the significant successes of this partnership was addressing HBC's urgent need for production operators and coordinators. EWL's efficient recruitment process and industry knowledge ensured that HBC received candidates who not only matched the job requirements but also aligned with the company's culture and operational standards.

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"Cooperating with EWL has allowed us to focus on what we do best – developing and manufacturing high-quality cosmetics. The flexibility and professional management provided by EWL have been crucial in maintaining our production efficiency and meeting market demands."

George Kors, CEO
at Health & Beauty Care Sp. z o.o.

Future Plans

HBC plans to continue its partnership with EWL Group for future recruitment needs. The company values the flexibility and expertise that EWL brings, which are essential in navigating the dynamic market conditions and ensuring sustained growth.

Conclusion

The strategic partnership between Health & Beauty Care Sp. z o.o. and EWL Group highlights the importance of tailored recruitment solutions in the cosmetics industry. EWL's comprehensive and flexible HR services have enabled HBC to overcome its recruitment challenges, ensuring a steady supply of qualified employees and allowing the company to maintain its high standards of production and quality.

**For more information about EWL Group's services,
visit EWL Group and HBC.**