

Name Craig Ogilvie
Company Nestle
Position Shift Manager
Relationship Placed into Nestle by Techsearch in 2005

06/11/2005

Craig Ogilvie, Age 28

Selection Process:

How did it all start – well I first placed my CV on the Monster.co.uk website just to see what was out there. At first I was just interested to see what else was available...the response was instantaneous and very pleasing. A number of consultants contacted me regarding potential job opportunities and that's where Techsearch entered the fray. The first part of the process was a telephone Interview... this challenged various core competencies that Nestle were looking for. Techsearch were very supportive after the event as well by indicating that the Nestle Selection Process required additional information....a wider perspective was required

Nestle Selection Centre

The selection centre was a long hard day but very rewarding....it was apparent that I was a young ambitious manager up against other people with many more years of experience than myself....this didn't phase me at all, and made me even more competitive...and during the day became more confident and managed to portray an image that I was the man Nestle wanted.

Job Offer!

Techsearch contacted me the following day to ask how I thought I got on, and gave them my account of the events....a few days later Nestle, via Techsearch, then made a job offer. A very competitive package was offered.

Improvements made:

- Developed shift manager hand-over sheet to facilitate effective communication.
- Developed performance criteria and enhanced visibility so all operators know what their targets are
- Introduced new cleaning methods for more complex plants
- Re-aligned working methods and restructured teams
- Developed and realigned working relationships with support groups including engineering
- Various continuous improvements have been made to allow us to meet our stretch objectives

The future:

What does the future hold??

Through out my early days I have specified my desire to move up the corporate ladder, and have had various elements of advice and have developed key contacts, which will enable me to let the right people in Nestle, know who I am. I have also been involved in high profile visits. My next step is to move into an area manager's role within the next 18 months. I am currently working on a Development plan in order for me to fulfil my potential and desire.