



COMS ENGINEERING CASE STUDY



COMS are specialist operations, maintenance and system engineers experienced in managing nuclear projects. They help businesses and organisations within regulated industries realise significant value from their assets, people and processes.

At a Glance

Challenges

- Ready for growth
- Drive company performance
- Outperform competition

Objectives

- Be attractive in a competitive market
- Become a great place to work
- Provide employment opportunities to all
- Do the right thing and retain colleagues

Solutions

- Create a great employer brand and EVP
- Digitise HR processes
- Design an inclusive recruitment process
- Review staff benefits and reward framework



“Partnering with an ambitious engineering solutions company from the beginning of their growth journey was critical for the success of the project. Supporting Cliff and the team to get ready for growth aligns with our company mission which is to boost company performance by focusing on people”.

Claire Mclean
CEO | Realise HR

Cumbria O&M Services, COMS, were in a period of significant growth and we realised support was required in a number of our business support functions. Human Resources was one of these functions where we had all the necessary processes and guidance from ACAS, but something was still missing. Along came Claire McLean and Realise HR and we soon realised it wasn't just processes and procedures we required, but a People Vision to drive us to where we wanted to be. Over the following months the Realise HR Team supported us in bringing this vision to life. We implemented an Employer Brand, employee benefits, performance management tools, recruitment processes and career pathways and are still supported by Clair's team as these initiatives continue to develop and grow in line with our core activities. Without this support we would never have achieved our goals going it alone. I'd recommend to other likeminded organisations to have that first discussion to “realise” just what's required.

Cliff Woodman
Managing Director | Coms Engineering