



Background

Invicta Recruitment started in 2021 from UK staffing experts who heard from industry contacts that a high-quality recruitment service was needed to supply the sector's demand. Today, Invicta Recruitment employs over 600 people in the UK, providing first-class staffing services to clients in the Agriculture and Horticulture sectors.

"We went from 10 employees to over 600."

– Terry Waite, Managing Director

Partner Success Story

Invicta Recruitment

invictarecruitment.com

The Challenge

As a new company consisting of experienced core team members with excellent in-depth knowledge of the recruitment industry, it was clear from the start that a fitting software solution needed to be implemented for staff management, scheduling, and payroll tracking while ensuring clients that employees are properly trained for their positions. UK labor laws also require employers to retain some employee data for up to six years. Storing this data could become an issue with many staff management platforms as the solutions are often priced per user or employee.

The Solution

Invicta chose PARiM as it delivered all the core necessities for temporary recruitment while being highly customizable. "You can cater it to what's best for your company," describes Invicta Recruitment's Managing Director Terry Waite. PARiM helps schedule Invicta's employees to their preferred locations while automating timesheets and payroll tracking. "We know all the working hours. We export the files to the payroll side, which just works well," explains Terry.

As temporary recruitment requires managing and retaining staff data, the PARiM Staff Database, without setting limits to employee count, is another key feature Terry emphasizes: "PARiM helps us store all employee information. We can instantly confirm to our clients that our employees have proper health and safety training and meet other conditions their positions require." Customers can also see this information directly from the Client Portal, while Invicta customizes what employee information will be available for them. The staff database also provides the answer to labor legislation requirements to retain employee information.

PARiM provides a no-per-user pricing plan to provide an unlimited staff database for new employees and mitigate seasonal risks. Invicta's Director Terry Waite commented on how this helped PARiM seamlessly match Invicta's quick scaling: "The pricing is fair, and the plans match your company's size. We started off with the starter plan and moved up from there as we went from 10 employees to over 600."