



Success Story:

Staffing and Recruitment Success
for Castore's Expansion in Kildare
Village (and Beyond!)



CLARK

INTRODUCTION

Castore, known for its premium sportswear and dedication to excellence, embarked on an expansion project that included opening a new store in Kildare Village and operating kiosks at prominent sports stadiums like the RDS and Aviva during match days. With the brand's reputation for high-quality products and service, it was crucial to ensure that the staffing for these new ventures reflected Castore's standards. Clark Recruitment was chosen as the partner to source, recruit, and manage the payroll for the staff needed for these ambitious projects.

THE CHALLENGE

The expansion required a multifaceted recruitment strategy to meet various needs, including the permanent staffing for the new Kildare Village store and temporary staffing for kiosk operations at the RDS and Aviva stadiums. The challenges included:

- Recruiting high-calibre candidates who embody Castore's brand values and could deliver exceptional customer service.
- Managing the logistics of payrolling and scheduling for a fluctuating workforce, especially for match days at the RDS and Aviva stadiums.
- Ensuring a seamless integration of temporary staff with the potential for high performers to transition into permanent roles within the company.



OUR SOLUTION

Clark Recruitment deployed a comprehensive recruitment strategy tailored to Castore's unique requirements, which involved several key phases:

- 1 Targeted Recruitment:** Understanding the ethos of Castore and the specific demands of each role, Clark conducted targeted recruitment campaigns. This included sourcing candidates for the permanent roles in the new store and a flexible, skilled temporary workforce for the kiosk operations.
- 2 Rigorous Selection Process:** Candidates underwent a thorough selection process, including interviews conducted by Clark Recruitment and reference checking. This rigorous approach ensured that only those with the highest potential were selected.
- 3 Payroll Management and Scheduling:** Clark took charge of issuing contracts to all temporary staff and managing their payroll through an online timesheet portal. This streamlined the approval process for hours worked, ensuring all staff were compensated accurately and promptly.



THE OUTCOME

The partnership between Clark Recruitment and Castore resulted in the successful staffing of the new Kildare Village store and efficient operation of kiosks during match days at major stadiums. One standout success story was the transition of a temporary staff member to a permanent store manager position, highlighting the quality of candidates Clark provided and their impact on Castore's operations. Alex's journey from temporary to permanent and their subsequent success within Castore has been captured in a video testimonial, serving as a powerful example of the value Clark Recruitment brought to this venture.

CONCLUSION

Clark Recruitment's comprehensive approach to the staffing needs of Castore's expansion into Kildare Village and its presence in major sporting venues demonstrates the power of strategic recruitment partnerships. Through targeted recruitment, rigorous selection, and effective payroll management, Clark has significantly contributed to Castore's growth and success in these new ventures. The transition of temporary staff to permanent roles, especially the story of the new store manager, embodies the lasting impact of Clark Recruitment's services on both individuals and the company they serve.

HEAR THE TESTIMONIAL





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