



Supporting a £400m First-of-Kind Manufacturing Facility

AT A GLANCE



Deployment of specialist project talent to support delivery of a £400m, first-of-its-kind manufacturing facility for agriculture

Expertise aligned to complex process engineering, integrating standard equipment in a unique configuration to enable higher yield and faster production

Provision of safety-critical and commissioning capability, supporting blast containment requirements and transition to first production and full operational scale



ENGAGEMENT OVERVIEW

Executive Summary

Our client is developing a £400 million manufacturing facility to produce a new feed supplement designed to significantly reduce methane emissions from cattle. The product works by limiting the methane released when cattle burp, making it an important innovation in reducing the environmental impact of agriculture.

The plant is a first-of-its-kind facility, introducing a new manufacturing process designed to deliver higher yields and faster production. While the process configuration is new, the individual components of the plant are standard industrial equipment arranged in a unique configuration.

The facility includes complex elements such as blast containment within a reaction building, reflecting the technical and safety requirements of the manufacturing process. The project is moving toward significant commissioning, with first production planned for the end of the year and full production expected the following year.

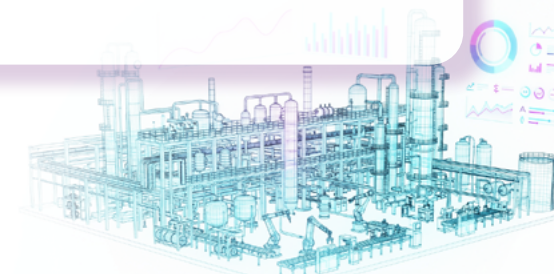


Client Perspective

From the client's perspective, the key benefit of working with Osirian was the quality and preparation of candidates.

Rather than simply filling roles, Osirian ensured candidates understood the realities of the position and were committed to the project environment.

This created a much stronger match between the project's needs and the professionals deployed.





PROBLEM / SOLUTION

The Challenge:

The manufacturing project transitioned from an EPCM-led model to a unified delivery approach after capability gaps emerged during implementation. With costs rising from £280 million to £400 million, the client reviewed programme delivery and identified weaknesses in project controls—particularly planning and scheduling—impacting stability, efficiency, and progress.

Project context and delivery shift

- Transition from EPCM-led to a unified contractor model
- Additional expertise introduced to strengthen delivery

Escalating complexity and cost pressure

- Project value increased from £280m to £400m
- Prompted reassessment of delivery capability and controls

Critical gap in planning and scheduling

- Planning identified as a key weakness within project controls
- Reduced programme visibility and delivery confidence

The Osirian Approach

Osirian Consulting was engaged to strengthen planning capability through a more disciplined and quality-led recruitment approach.

Quality-first recruitment model

- Shift away from multi-agency, volume-led CV submission
- Focus on precision, not speed

Rigorous pre-selection and candidate preparation

- Clear alignment on location and on-site expectations
- Transparent briefing on project environment
- Emphasis on long-term commitment required

Deep role qualification

- Strong understanding of project needs before search
- Tight alignment between client requirements and candidate capability



THE OUTCOME



Targeted roles successfully filled

- Two Construction Planners
- One Commissioning Planner



Improved candidate fit

Strong alignment with project expectations and environment



Reduced rejection rates

Higher quality submissions from the outset



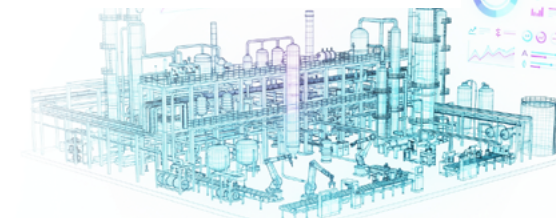
Stabilised planning capability

Consistency within scheduling and delivery planning



Reduced recruitment churn

Less time lost on unsuitable candidates and repeat hiring cycles





THE DIFFERENCE OSIRIAN MADE

Stabilised a previously volatile planning function

- Eliminated repeated turnover in planning roles
- Consistent resources allowed the team to focus on delivery, not replacement hiring

Aligned expectations upfront to improve retention

- Candidates fully briefed on travel, location, and working environment
- Reduced drop-off caused by mismatched expectations
- Greater likelihood of long-term engagement

Higher quality, lower noise recruitment

- Replaced multi-agency “volume” approach with a focused partner model
- Shortlists were smaller but significantly more relevant
- Faster, more confident hiring decisions

Freed up leadership to focus on delivery

- Less time spent reviewing unsuitable candidates
- PMO no longer managing recruitment churn
- Greater focus on solving programme challenges

Project Impact



Stabilised planning and scheduling during construction and commissioning



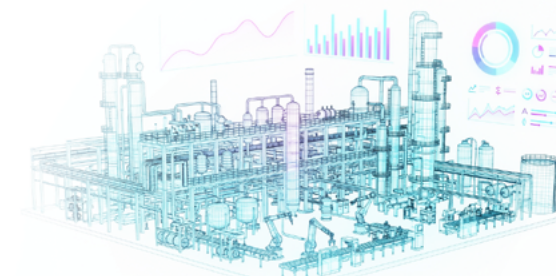
Supported transition toward commissioning and first production



Maintained momentum in a high-value, complex programme



Ensured critical project controls capability was consistently in place





ABOUT + CONTACT

About Osirian

Osirian Consulting provides specialist Project Controls capability into complex, regulated capital environments.

We work directly with project controls leadership to supply integrated professionals who deliver early visibility, structured forecasting and practical decision support.

Our engagements are built on long-term partnership and continuity of capability; not transactional supply.



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