



How LKQ UK and Ireland recruited a senior role using LinkedIn's AI agent

Success story

Leveraging technology to streamline talent acquisition

LKQ UK and Ireland (which includes trading brands such as LKQ Euro Car Parts) is a leading distributor of aftermarket parts and accessories for cars and light commercial vehicles. It's a name synonymous with the best and broadest product availability and the largest geographic coverage of any of its competitors delivered through its network of national distribution, regional fulfilment centres and local branches, ensuring it can dispatch customer orders, fast.

So, when LKQ UK and Ireland's talent acquisition team needed to recruit a senior role within the business, naturally, it chose to leverage technology once more. It turned to LinkedIn, specifically adopting its Hiring Assistant, an end-to-end AI product that uses LinkedIn's technology and insights to support faster, more efficient hiring. This enabled the team to automate time-consuming tasks, streamline sourcing and outreach, and save money.



Challenge

Saving time and money on senior hires with a smart recruitment strategy

Speed and efficiency are key to LKQ UK and Ireland. The group relies on meticulous planning, smart real-time logistics and seamless delivery to keep customers happy.

Kate Stephenson is the UK businesses Talent Acquisition Partner but as the company's only dedicated recruiter, competing priorities and time constraints mean Kate cannot dedicate as much time as she would like to LinkedIn search or InMail management.

Earlier this year, Kate was tasked with recruiting a senior, niche role, which would cost incur a cost if they used an external recruitment agency. Previously, LKQ UK and Ireland had used job boards and CV search resources, but they had generated a low return on investment. The business was looking for a smarter, more efficient approach to talent acquisition. It set a new, clear goal: to fill technical and senior roles with high-quality candidates without the use of recruitment agencies.

As a big believer in the power of tech, LKQ used LinkedIn Hiring Assistant to find the best candidates, especially historically complex and costly hires. It wished to improve cost and time efficiencies in recruitment and free the talent acquisition team to focus on other tasks, including people-focused work.

Results

Result 1

Improved engagement

Achieved a 19% uplift in InMail response rates through AI-assisted messaging

Result 2

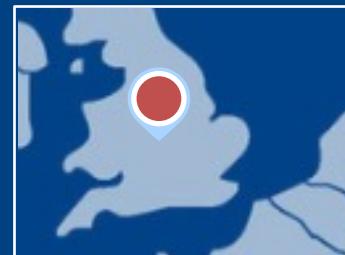
Above benchmark performance

Outperformed industry benchmarks by 14.7% in InMail response rates using AI-assisted outreach

Result 3

Significant cost saving

Decreased agency fees by successfully filling a senior role using Hiring Assistant



Industry: Motor Vehicle Manufacturing

No. of Employees: 9,000+

Headquarters: Tamworth, United Kingdom



Solution

Using AI to find quality candidates in real-time

LKQ worked with LinkedIn's Account Director, who recommended the group trial LinkedIn Hiring Assistant. After just one call, Kate believed the AI product could save time and deliver significant results.

With onboarding support and personalised guidance, including access to relevant Learning Paths via LinkedIn Learning, it took Kate just five minutes to input the group's requirements and generate high-quality and relevant candidates suitable for the role.

The AI-driven functionality allowed Kate to prioritise other business-critical tasks. Sourcing and outreach were streamlined, offering a "dramatic improvement" over previous manual efforts. Within minutes of beginning the search, a suitable candidate was identified, a process that would previously have taken hours or even days when handled manually or through external agencies.

Previously, LKQ would spend around 60 minutes reviewing applicants for each role, with Hiring Assistant bringing this down to just a few minutes. Thanks to the high quality of the candidate summaries and its ability to interpret candidates' qualifications and experience, the talent acquisition team saved hours each week in sourcing and reviewing.

The tool was praised for its efficacy and its ability to surface superior candidates, a benefit that has not gone unnoticed, and LKQ are now expanding its use across the wider European organisation.

Kate concluded: "Once you understand the data you need to provide, the results are incredibly reflective."



We managed to reduce agency fees by utilising Hiring Assistant to surface qualified talent"



Kate Stephenson

Talent Acquisition Partner at LKQ UK and Ireland