

CASE STUDY
FORMULATOR – PETROCHEMICAL SMALL ENGINE

SOURCING POOL:

143 R&D PROFESSIONALS

CANDIDATES:

3 DELIVERED IN 34 DAYS

HIRE:

SUCCESSFUL HIRE FROM COMPETITOR

COST:

25%

OBJECTIVE

Our client, a leading worldwide petroleum additives company, was seeking a Formulator for its small engine group. The professional was required to fulfill the scientific applications of the role and service a group of high profile clients.

CHALLENGES

For several months, our client had worked with one of the world's leading professional recruiting consultancies to fill the position and had received one resume. Formulation, as it relates to small engines, has a limited number of qualified professionals in the United States, as there has been a shift to offshoring the science. The clients' two largest competitors have small teams in the US whose roles have changed scientifically as a result of the offshoring; hence they were not considered viable sources for talent, despite both firms managing reductions in force.

APPROACH

Integris launched a sourcing campaign which identified more than one hundred formulators in a variety of industries. The role's client service component and commitment to science allowed us to market the opportunity to chemists from many backgrounds, with the exception of those working with large engines.

SUCSESSES

Three candidates were interviewed by our client, resulting in a hire. Of the one hundred people with whom we spoke, only four had heard of the opportunity, despite nearly four months of activity by one of the world's leading professional recruiting consultancies.

Integris
Human Capital Solutions

office 773 561 9906
facsimile 773 561 9908
integriscg.com