



Renowned Global Manufacturing Company

The Challenge

Our client is a world leading manufacturing giant, with a reputation for providing their customers with products of the very highest quality and value. Their procurement team is large, split over a number of locations and disciplines. The company demands the very best procurement talent; they are looking for highly qualified, highly skilled and best fit procurement professionals for their dynamic and demanding procurement functions. The company ethos is to develop their own staff, finding exceptional procurement professionals and developing their career through the business.

Recruiting individuals over the company's four procurement teams, our client was looking for very specific procurement professionals. For their direct requirement, particular skills required included exceptional engineering knowledge, founded in both practical experience and relevant degree level engineering qualifications in conjunction with exceptional procurement and/or project management skills. For their commercial requirement they were looking for best fit category specialists, often with very specific indirect sub-category expertise.

Cultural fit and soft skills were also critical. As the project developed, the client also needed comprehensive metrics of the campaign.

The Solution

- Advertising, Headhunting / Networking and Contingency search was undertaken.
- Headhunting was undertaken on a global level. Our client was willing to relocate candidates to ensure they find the very best procurement professionals for their needs.
- Candidates were shortlisted and interviewed by Beaumont Select.
- Candidate Job and Opportunity Brief including non-resident advice re: work, cultural, tax, accommodation etc. was provided to the candidates.

- The best candidates were submitted to the Client with supporting information.
- Interview arrangements were organised by Beaumont Select, including travel arrangements and detailed briefing to the candidate.
- Offers negotiated by Beaumont Select.
- Accurate regular metrics provided.

The Results

- Four Category and Project Procurement specialists successfully recruited.
- Two Marketing Category specialists and one Purchasing IT Analyst successfully recruited.
- We are continuing to find and successfully place exceptional procurement talent with this market leading client.

Fundamental Reasons for success

- Providing a consistent supply of the correctly skilled, qualified and best fit candidates to the client.
- An open, honest and trust based relationship between Beaumont Select and the client's HR team and between Beaumont and the Procurement Director in the earlier stages of the project.
- Flexibility of the Beaumont Select team, to the changing needs of the client.
- Patience and an eye for detail, to match the best procurement talent with the very specific needs of the client.
- Effective headhunting on a global scale to find the best talent.
- Constant and open two-way dialogue between the client and Beaumont Select, including the maintenance and provision of up-to-date and accurate tracking data metrics.
- Dedicated points of contact for the project.