

Procurement Recruitment For a major Procurement Transformation Project



Nick Cooke is a Senior Consultant on our International desk. He has worked with many leading global companies, with a particular expertise in finding Procurement Talent for Major Name Global Companies in the Automotive and Manufacturing Sectors.

We have taken the opportunity to talk to Nick, focusing on a particular challenging recruitment campaign which we felt demonstrated how partnering with a truly knowledge based specialist agency can bring exceptional results in securing your Procurement talent.

In our case study, our client is a Global Chemicals Conglomerate, undergoing a major transformation project from a regional to centralised procurement function. With worldwide interests in Agriculture, Food and Engineering Materials our Client has a very particular set of requirements from their Procurement team, which presented some interesting challenges for Nick and the team.

The Requirement...

Our Client had already tried to find suitable talent through their own HR resourcing team and local recruitment agencies, but had been unsuccessful at finding candidates with the very specific category, language skills and cultural fit they were looking for.

“The real challenge was finding very specific procurement skills along with highly specific language skills and with the right cultural fit”

Nick says “back in 2015 we had previously sourced a number of key personnel in their procurement team, so we already had a good understanding of the cultural fit and ethos of their business (as it was then)”. Eighteen months into their transformation they undertook a review of their procurement team and identified a number of skills gaps in their capacity. Having worked very successfully with us previously; and not being able to find the talent they needed through their own recruitment resourcing, they came back to us to help.”

“Based on our previous success, we were given initial exclusivity”

Nick points out, “Just because we had worked with this client before we did not want to make any assumptions”; He says “that a lot of effort was made to ensure open and honest dialogue with the recruitment stakeholders. Hiring Managers as well as HR were all contacted to establish precisely what critical skills and cultural fit was needed and what had changed since we had worked with them.” From conversations with the Hiring Managers, detailed job briefs for all roles were created.

Key issues identified for their procurement team talent were: ability to working autonomously; a ‘lateral’ non-process led approach; excellent stakeholder engagement / sensitivity skills across a highly diverse cultural environment; as well as very specialist Category experience, project and language skills.

How did Beaumont Select find the right Talent?

Although Beaumont has a large procurement professionals database (35,000+ procurement specialists), our Client’s candidate requirements were very specific and looking through our procurement database alone didn’t get us all the candidates that were needed.”

Nick says “undertaking a targeted headhunting programme and networking the market (supported by specialist researchers) we reached out and secured interest and commitment of some exceptional candidates; and through our thorough understanding of our Client, we effectively promoted the company, culture and the opportunities offered.”

All candidates were screened by us to ensure we didn’t ‘bombard’ the Client with unsuitable candidates. On average for each role we screened 8 - 10 candidates (based on skills, knowledge and cultural fit); of these we submitted 3. We successfully placed a candidate for each role worked upon.

To further illustrate our success, Nick points to the very short timescales achieved, from start to finish:-

“For example, for the *IT Category Manager* role, from taking the *Job Brief* to signing the *Contract* was 1 month” and for the *Raw Materials - Global Category Manager* the period was 6 weeks. For an *Analyst* role the period was also 6 weeks.”

What makes a successful Recruitment Process?

We asked Nick what he thought contributed to such a successful recruitment process and outcome, this is what he said:-

“We had an open and honest dialogue between us and the Client from the very beginning. We built up a great relationship with key influencers and gained a good understanding of their requirements and culture of their business. We had access to specific hiring managers when required and were working with a Procurement team that has high visibility and credibility within the business. Because of these solid trust based relationships, we could advise and guide the client as well as meet **very** precisely with their recruitment needs. Good relationships enabled us to take very detailed job briefs and person specifications, so when we went to market we could find the right people and promote the opportunities on offer to best effect.”

Nick goes on to say “Having an exclusive mandate allows better understanding of the company’s needs, allowing a deeper search into the market and facilitates better screening of candidates which means less time is wasted looking at unsuitable candidates; achieving a faster and more efficient recruitment process and securing the talent that is needed”

“We have successfully placed a large number of highly talented procurement professionals with the Company and currently have 1 candidate under offer and 3 at interview stage and look forward to a continued successful partnership with our client as their business grows.

Nick can be reached on +44 (0)1403 248 448 or emailed at nick@beselect.co.uk

Beaumont Select is a niche Procurement, Supply Chain & Vendor Management Recruitment Agency supporting a primarily blue chip and global client base, delivering both Permanent and Interim Recruitment Solutions. We have an enviable track record, matching the best Sourcing Professionals with exceptional Procurement, Supply Chain & Vendor Management jobs in FTSE100/250, Fortune 500 and other major name organisations. We work with Clients and Candidates throughout the UK, Europe and Worldwide.

Our highly committed and experienced Consultancy Team has continued to grow organically year on year, by providing a detailed, highly professional and personal approach, matching the best talent to many of the best opportunities within the purchasing, supply chain and vendor management disciplines. This success has been built on the passion and determination of every single team member at Beaumont Select, in conjunction with innovative use of marketing & technology, attention to detail and above all a commitment to provide an outstanding Client and Candidate service.

We are Certified Members of the Recruitment and Employment Confederation (REC) and are ISO9001:2008 Quality certified for the provision of permanent and interim recruitment solutions worldwide.

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