

CASE STUDY

Search & Selection Solutions For A Leading Specialty Chemicals Manufacturer

Background

The client is a leading manufacturer of Specialty Chemicals with the largest segment being Food Ingredients. They have production sites in multiple countries. The company prides itself on offering high quality ingredients and technical solutions to customers in Bakery, Meat, Dairy and Nutrition markets.

They were looking for a **SALES AND BD MANAGER** (a senior level mandate) for **INDIA** with five years of B2B Sales or Account Management experience preferably in the Food ingredient industry.



Service Offered: Selection

Challenges	Solutions	Results
<ul style="list-style-type: none">The candidate had to have educational qualifications of a degree or equivalent in Food Technology/ Nutrition.The requirement of Delhi based candidates with very good knowledge & niche exposure in food ingredients rendered a very limited pool of people.The client was Singapore based which led to difficulties in daily communication, lining up candidates on his sole India trip, arranging Skype calls with candidates given the time zone difference.	<ul style="list-style-type: none">We provided the client with the best five profiles we got.For each candidate, we shared detailed description of current/ past role, reporting structure, team handling & end-to-end experience.All the 3 candidates were called for interview in person when the client came to India for the only time, and for a single day.	<ul style="list-style-type: none">Eventually, they offered the job to one out of the three candidates, who joined after 3 months' notice period in Tata.

AT A GLANCE:

Offer letters Issued – 1
People Hired - 1
Locations covered – Delhi
NCR

Skills serviced – Food
technology, Nutrition