

# Chemical Manufacturer Key Leadership Roles



## North America

### Business Issue

A large chemical manufacturer needed to fill several key leadership roles across multiple sites due to a mix of voluntary and involuntary changes. The opportunities included a mix of traditional and confidential searches. Based on their products and processes, our client required talent with the right technical education and chemical industry experience. Due to the location of their facilities, our client knew they would need to consider relocating candidates from other markets. With all roles being at the senior leadership level, it was essential that our client took their time to evaluate all options and hired the game-changing leaders needed to propel their business forward. All of this meant that our client needed to partner with a firm with expertise in the chemical industry, one that was experienced with confidential and relocation searches, and one that would stick with the searches as long as it took to find the right talent.

### Solution

Our client turned to Manpower Engineering based on our long history of specializing in identifying direct hire talent, specifically in the chemical/petrochemical industry. Manpower Engineering spent time understanding the tangible and intangible qualities our client was looking for in their future leaders. By leveraging a nationwide team of recruiters with 20+ years of experience placing talent in their industry, Manpower Engineering was able to identify a diverse slate of qualified candidates. Our client experienced a seamless and efficient process by communicating with a single point of contact with Manpower Engineering. While the interview process was lengthy, Manpower Engineering expertly managed the process for both the candidates and our client by providing detailed and transparent communication.

### Results

- Secured clients' **top candidate for all 5 Plant Manager openings**, ensuring a smooth relocation and onboarding process
- With the right leaders on board, allowed client to turn attention to filling other important roles
- Client chose to partner with Manpower Engineering on additional roles, expanding to new sites and skillsets and continuing to leverage our expertise today

