

CBI Group partnership offers peace of mind for growing, global manufacturer.

A Customer **STORY**

This Electronics, Medical Device & Textile Manufacturing Company with over 9,000 associates in 30 countries around the world has been repeatedly recognized on Fortune's annual list of the U.S. "100 Best Companies to Work For" and recipient of numerous prestigious awards and distinctions.

Areas of **FOCUS**

Industry:

- Manufacturing

Positions:

- Technical, Health & Life Sciences

Our long-term relationship with CBI offers us peace of mind to know that a trusted partner is on our side to share the burden of our recruiting challenges.

We Build Recruitment SOLUTIONS

Customer **CHALLENGE**

When this manufacturing customer experienced substantial expansion, they had increased requisitions and were unable to keep up with the demand while meeting their high standards for finding high-caliber candidates with a strong culture fit to fill their rare and specialized positions. They wanted to supplement their internal resources and turned to CBI Group for help.



Blank Sheet of Paper **SOLUTION**

It was crucial that CBI Group start the relationship building process by investing time to learn as much as possible about the manufacturing company's strong internal culture. To do so, we placed one consultant on-site immediately to learn the ins and outs of how the organization operates. With a great understanding of what this company is all about, our consultant began sourcing a pool of passive candidates and immediately produced a pool of high quality candidates. The company's recruitment team felt immediate relief when we filled Process Engineer, Quality Engineer, Product Specialist, and Technologist positions across four main divisions that were both a technical and cultural fit.

When this initial arrangement proved successful, another consultant was brought on-site to manage the entire full life cycle recruitment process. The outsourcing of such a large portion of the recruitment process was a very new approach for this customer and for the model to succeed, we had to develop relationships beyond the Human Resources department. We built trust with leaders across the company and by initially focusing on those relationships and establishing credibility quickly, our consultants became true members of the customer team were seamlessly integrated into the organization.

Our long-term partnership evolved and eventually included an on-site team consisting of three consultants and an off-site team with two dedicated consultants. In addition, CBI Group deployed an on-site consultant at facilities in the South West. CBI Group provided the customer with the flexibility they needed to scale up and down, based on the ebb and flow of hiring demand.

How did CBI Group add **VALUE?**

The partnership that CBI Group worked to create has resulted in reduced time-to-fill due to higher-level candidates and a shortened selection process. Additionally, CBI Group has provided strategic sourcing training to the internal recruiting team. This increased

knowledge base, combined with our multiple resources acting as an integral part of the organization, has allowed our customer to increase their recruiting efforts' effectiveness and efficiency, and provide the opportunity to spend more time on their workforce strategy.