

CASE STUDY

Search & Selection solutions for US based Animal Breeding company

Background

The client is a world-leader in Reproduction Services, Animal Genetics & related technology. They operate in >70 countries and have been in existence since last 75 years. We helped them in hiring for setting up their Stud Facility (Manufacturing unit) - equipped to house 116 animals with the production capacity of over 7 million units per year, in a small city >200 km from Pune.



Challenges

- Candidates from metro cities were reluctant to relocate to a small city > 200 km from Pune, as they were apprehensive of the schools, medical services and basic amenities there.
- We catered to various positions for sales, service and lab. It was tough to find candidates from different domains for this US based MNC in India. It needed lot of head hunting and referencing.
- They needed Manufacturing Service Engineer having Flow Cytometry experience & from engineering background. It was a very tough task to convert engineering domain candidates to animal breeding company.

Solutions

- Since HR team was in Russia, we helped them with Mapping for market trends, compensation and benefits.
- Positions like lab technician were niche & the candidates were not active on job portals/ LinkedIn. Hence, we directly pitched to the local labs and hospitals and did head-hunting to convert passive candidates.
- Entire recruitment process - candidate screening, interviews, salary/ offer negotiations & releasing the offer letter was done by us.

Results

- Successfully placed 11 candidates in 9 months with revenue INR 15 mn
- Placed 4 service engineers from leading MNCs across India in this remote location.
- Successfully managed to closed QC Manager position in exceptionally short span of time.

Service Offered: Selection

Offer letters Issued – 13
People Hired – 11
Roles - Sales Manager, QC manager, Manufacturing Service Engineer and Lab Technician

Locations covered –
A small city in Maharashtra

Functions serviced –
Technical, R&D,
Manufacturing & Sales