

Case Study

Sector: Industrial



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We gave Holmes Noble a hard task to identify a very specific skill set that we needed in our team. The process was thorough but also done with speed, in fact the very first candidate identified within only a few weeks ended up being the hired candidate. The attention to detail and personal approach of the whole team was very impressive, I look forward to further collaborations.

- Assistant General Manager

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What was the Challenge?

The client, a major tier-one OEM supplier, provides a wide range of components including chassis, steering wheels, and LED frames. Serving some of the industry's largest names, it is a multi-billion-dollar enterprise with manufacturing facilities around the globe. Holmes Noble was engaged to fill a highly specialised Germany-based role, requiring technical expertise that was scarce in Europe. The company needed a niche skill set to enhance its manufacturing capabilities, and having previously successfully filled several roles for them, Holmes Noble was tasked with this critical hire.

The company sought an expert in electronics manufacturing—specifically, a driven, hands-on processing engineer for a clean room environment. Finding a candidate who also matched the company's cultural values was crucial. This led to a complex interview process that included multiple rounds of virtual interviews and meetings to ensure the right fit.





What did we do?

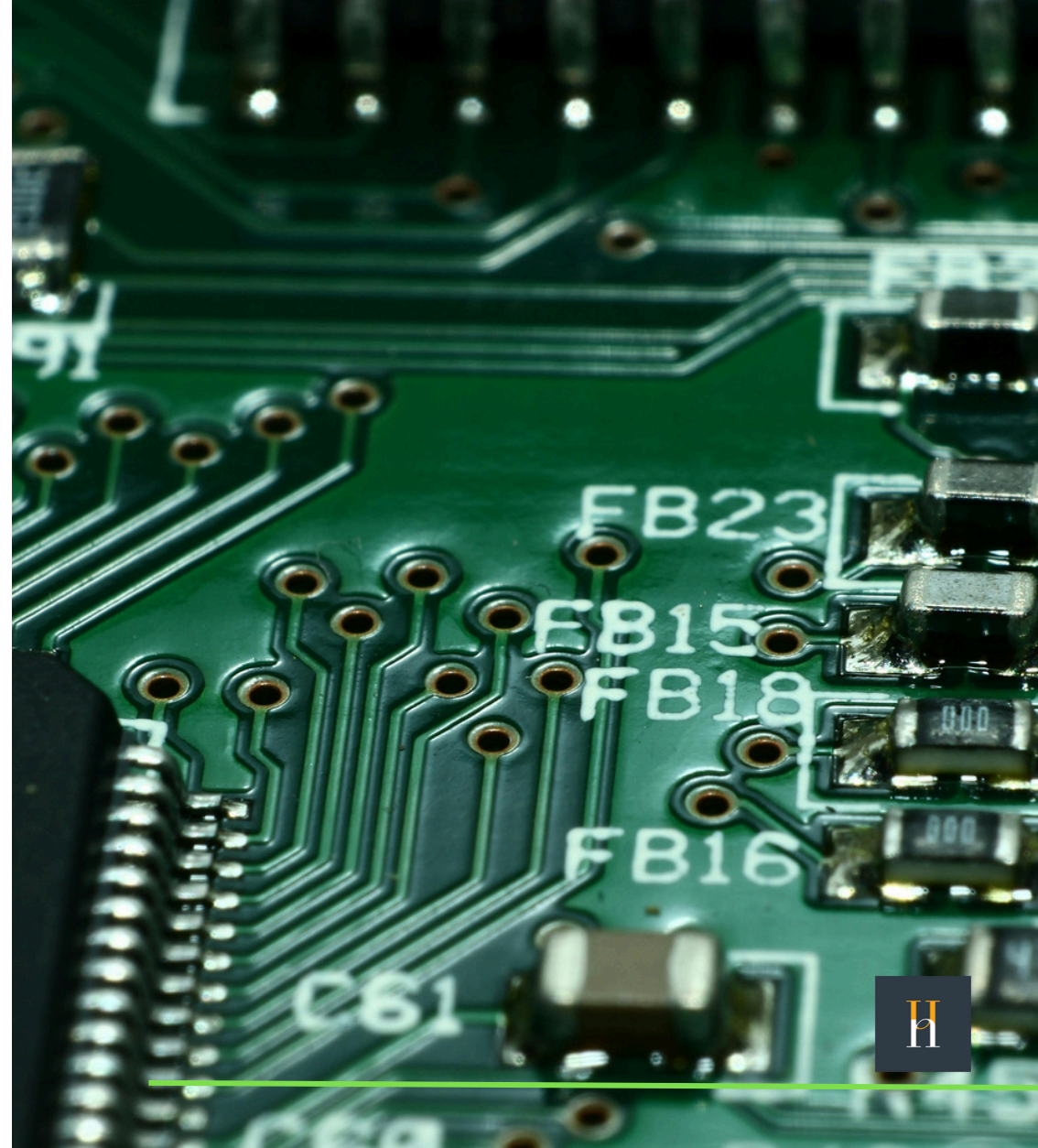
We conducted a talent mapping exercise to identify the top specialists in smart tech manufacturing, with a focus on the Asia-Pacific region. We presented candidates with the opportunity to leverage their unique skills to enhance the manufacturing team and relocate to Europe, where they would benefit from promising career advancement prospects.

Given the client's emphasis on cultural fit, it was crucial for candidates to understand the nuances of relocating to a manufacturing town in rural Germany. The complexity of this recruitment process necessitated close collaboration and the development of strong relationships between our team and the client, enabling us to work together efficiently.

What were the results?

Holmes Noble precisely targeted the technical requirements outlined in the brief. The successful candidate, who was the first interviewed, proved to be an ideal fit for the company. Holmes Noble demonstrated strong commitment by managing the legal aspects of relocating the candidate from the Philippines to Germany. The candidate was brought to Germany for five days to meet the team, explore the local area, and demonstrate their skills.

The efficient process and clear communication between Holmes Noble and the client led to the candidate being placed within three months of the start of the search. This swift and successful recruitment enhanced the client's manufacturing capabilities, positioning them to achieve new levels of output.





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“ From the beginning of this complex assignment the team at Homes Noble took the time to really understand our requirements and our culture in our business. There was a reassuring detail in their approach, mapping a complex candidate market, across different time zones and engaging with highly skilled and relevant candidates. I also found that the logistics involved in managing the process, and the flow of information was very professional, and very client focussed.”

~ HR Manager

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