

How Plexus and Solutions  
Driven Used Comprehensive  
Scorecarding to Fill  
a Problem Role

# FILLING A PROBLEM ROLE

# THE COMPANY

Plexus are global leaders in complex product design, manufacturing, supply chain and aftermarket services.

Headquartered in Wisconsin, US, they have teams around the world who are dedicated to providing a seamless product realization experience.



**19,000**  
team members



**32 global**  
locations



**4 sectors**

# THE PROBLEM

Plexus was looking for a VP of Global Sourcing in the US and was struggling to fill the position. They'd had a mixture of direct applicants and agency partners, and no suitable candidates had emerged.



This role was very business critical, as the successful candidate would be the global owner of all direct supply chain sourcing and performance for the organization; including accountability for the strategic vision, organizational performance and flawless execution through supplier performance and supplier relationship management.



**Jillian Schooley,**  
Talent Acquisition Specialist, Plexus Corp

# THE PROBLEM

At this point, Solutions Driven had worked with other hiring managers in the organisation but hadn't been in contact with the US hiring manager.

The teams were introduced but there was some trepidation on Plexus' part, unsure if a Scottish-based company could meet their US hiring needs.

# THE SOLUTION

After an in-depth kick-off meeting, Solutions Driven laid out the process they would take to ensure the hire was right, first time.

This included the 6S process (scoping, scorecarding, sourcing, selecting, securing, and satisfying candidates), and the 6F Process (fit, freedom, family, fulfilment, fortune, and future), both designed to match great candidates with their matching employers.

The Scorecard element was vital to Plexus as its comprehensive nature allowed the two teams to align and kept the process on track throughout. This powerful tool focuses on the key skills, attributes, experience and qualifications Plexus needed.

We then screened and interviewed candidates using the CFS as our guide, then ranked the shortlisted candidates against it.

# THE SOLUTION



Solutions Driven came highly recommended by our leadership and the whole process was very organized and streamlined.

We really appreciated the methodical approach and use of the scorecard when assessing candidates. And the team were always quick to respond and to follow up, with great communication.



**Jillian Schooley,**  
Talent Acquisition Specialist, Plexus Corp

# THE RESULTS

The position was filled within the originally agreed eight week timeframe, and was right the first time.

Solutions Driven and Plexus carried on their recruitment partnership and the teams work closely together to fill complicated business critical hires.



The Solutions Driven team was very helpful, thorough and responsive. I am glad I had the chance to work with them and would gladly do so again.

Thanks for all the help.



**Jillian Schooley,**  
Talent Acquisition Specialist, Plexus Corp

Want to find out more  
about how we can  
grow your business?

**We can help!**

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