

How ElringKlinger's
Complicated Role was
Filled Through Recruitment
Process Intelligence

FIVE
CANDIDATES
EVERY ONE
A MATCH

THE COMPANY

ElringKlinger are “one of the world’s leading system partners to the automotive industry” specialising in lightweight solutions, sealing and shielding technology, tooling and engineering services.



10,000
employees



45
locations



1
open role

THE PROBLEM

ElringKlinger were searching for a Senior Systems Applications and Products Manager to oversee their US, Canadian, Mexican, and Brazilian locations.

Despite being open for a number of months, the applicants weren't of the standard ElringKlinger required.



The position was for our Warehouse Management/Logistics module and it was open for a significant time.

During this time no optimizations could be performed in this area and the business had no appropriate day-to-day operational support.

As the regional consultant is responsible for the main location in Buford and all other locations in the US, Canada, Mexico and Brazil, the impact was quite significant.



Ioannis Giannakidis,
Director Application Services, ERP

THE SOLUTION

The Solutions Driven team had previously filled 40 problem roles for ElringKlinger in Asia. All right first time.



8
months



40
problem roles



100%
success rate

ElringKlinger liked the level of structure and process involved in these hires, so when this role proved difficult to fill, the corporate HR team reached out again.



We decided to work with Solutions Driven due to our previous good experiences with their recruitment process.

I think it's a no-brainer to continue with a reliable partner who was successful in other recruiting cases.



Ioannis Giannakidis,
Director Application Services, ERP

THE SOLUTION

The Solutions Driven team created an onsite/ondemand RPO (Recruitment Process Outsourcing), using their unique 6S and 6F process to find the correct passive candidates.

Using in-depth candidate discovery techniques, the Solutions Driven team presented a longlist of prospective candidates, within the agreed timeframe. They were then narrowed down into a shortlist.

In addition, the team worked with ElringKlinger to develop and improve their Candidate Value Proposition and support them in implementation.

“

Solutions Driven have a very professional approach; I received five profiles where every candidate matched our position.

I also received a list with a ranking of how every candidate matched our search criteria/expectations.

The process was streamlined and efficient. Five Candidates, every one a good match.



Ioannis Giannakidis,
Director Application
Services, ERP

THE RESULTS



5
candidates



1 hire
Right first time

From the Solutions Driven shortlist, Ioannis chose a candidate who was right, first time.



With Solution Driven we had very open and honest communication during the entire recruiting process. We evaluated our options and the available candidates and that made the entire process very transparent.

The service package we received was a complete “all-in-one”.

I am very happy/satisfied with the overall results. During the whole process, I was always aware of what was going on.



Ioannis Giannakidis,
Director Application Services, ERP

THE RESULTS



I had great support from Solutions Driven throughout.



Ioannis Giannakidis,
Director Application Services, ERP

How likely are you to recommend Solutions Driven to a friend or colleague?



10/10
Extremely likely

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

We can help!

Book a free consultation 