

CASE STUDY

PROACTIVELY FINDING YOU THE PROFESSIONALS YOU NEED BY **HEADHUNTING**

ISSUED – APRIL 2017

SGS TECHNICAL STAFFING SERVICES – FINDING THE RIGHT PEOPLE FOR ENGIE

Engie had a specific requirement for a Head of Reservoir Engineering to be based in the Netherlands. To fulfil the role they used a number of methods to recruit but were unsuccessful so SGS technical staffing services were employed. We explored the role in-depth and decided that a less common approach was needed.

We offered our retained search service which began by allocating a dedicated consultant and committed to filling the role within a specific (shorter) timeframe. Strategic sourcing, talent mapping and headhunting techniques were used throughout the process.

Taking advantage of our technical network and using the various headhunting techniques we were able to identify the successful candidate within a 4 month time frame which was 2 months ahead of schedule.

OUR APPROACH

Successful headhunting is about investing time understanding clients industry, vision, values and business strategy. We actively hunt for talent that is not on the market, not searching for their next career move or on job boards. We understand that talent needs to be made aware of great opportunities that meet their career aspirations.

Executive Search / Head Hunting Solutions involve clients working with SGS on an exclusive basis. This service delivers the following key process and actions within an agreed timeframe which has proved to be shorter than the traditional recruitment process;



- **Assignment Brief:** Understanding the role, key competencies, and technical requirements.
- **Company target list:** Working alongside the client we present a company target list for approval.
- **Research and selection:** Produce a list of suggested candidates to approach for approval.
- **Pre-screening and preliminary interviews:** We conduct pre-screening and preliminary interviews to gauge the interest and experience of candidates.
- **SGS interview:** We conduct a thorough interview along with competency-based questioning. This phase addresses experience, goals, ambitions, integrity, salary expectations and provides in-depth information on the position and client company.
- **Candidate shortlist:** Produce a comprehensive list of the most suitable candidates who have passed the screening process.
- **Client interviewing:** Arrange and coordinate first and second round interviews between client and candidate.
- **Feedback meeting:** Once all candidates have been interviewed we would help our client to reach a successful conclusion.
- **Formal offer:** The client would identify the most suitable candidate and SGS would support both client and candidate throughout the offer process to ensure both parties reach an agreement.

ABOUT SGS

SGS is the world's leading inspection, verification, testing and certification company. SGS is recognised as the global benchmark for quality and integrity. With more than 90,000 employees, SGS operates a network of over 2,000 offices and laboratories around the world.

We provide competitive advantage, drive sustainability and deliver trust. At SGS, we are continually pushing ourselves to deliver innovative services and solutions that help our customers move their businesses forward.

WHEN YOU NEED TO BE SURE

SGS