

## CASE STUDY

**TIER 1 AUTOMOTIVE SUPPLIER****1****THE PROBLEM**

**An Upstate automotive supplier was facing a series of challenges when it came to locating hourly and salaried technical professionals.**

High turnover in Human Resources left HR unprepared to manage the day-to-day needs of the company and current employees while juggling an increasingly urgent need to recruit hourly and salaried technical professionals.

Unable to meet their hiring objectives, the company's current employees were struggling to hit production goals. The automotive supplier reached out to its contacts in the Upstate business community for recommendations on a technical recruiting agency who could meet their needs.

A large-scale automotive manufacturer from within their network recommended Perceptive Recruiting. As a result of the recommendation, Perceptive Recruiting was able to step in and identify their highest priority needs and begin the recruiting process immediately. Our Automotive Supplier client needed to meet staffing goals quickly without sacrificing the quality of the candidates and resulting hires.

**2****THE SOLUTION**

**Our first priority was to find qualified individuals to fill salaried or professional positions for their manufacturing and warehouse facilities.**

After internally reviewing the most qualified candidates, we sent the Automotive Supplier a selection of resumes that fulfilled their targeted openings and met each of their hiring objectives for the following roles:

- Senior Buyers
- Logistics Managers
- IT Support Specialists
- Planners
- Engineers
- Quality Engineers
- Program Managers

With our specialization in the Engineering, IT and Software Development industries we were able to rapidly produce qualified candidates. We worked directly with Human Resources to get candidates reviewed, scheduled and prepped for interviews. After a hiring selection was made, we also produced offer letters and prepared the new hires for orientation.

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## THE RESULTS

**Perceptive Recruiting was able to effectively streamline the entire staffing process. We managed the recruitment, interviewing, hiring and onboarding of selected candidates, relieving pressure previously placed on the automotive supplier's HR department.**

With this pressure lifted, the HR department was able to realign its focus on current employees and the wellbeing of the company. Due to our focus on recruiting local talent we were able to:

- Expedite the turnaround time between candidate recruitment, inquiries, and interviews.
- Streamline the interview process by way of video interviews.
- Lower overall hiring costs for the company by saving on relocation costs.
- Become an extension of their HR department as a solution-oriented partner.

Our quality recruitment along with our dedication to the success of our clients made a substantial difference in the hiring process for this Tier 1 Automotive Supplier.

Perceptive Recruiting has continued to provide this Tier 1 Automotive Supplier with the permanent placement of salaried professionals as a direct result of our initial placement. Our mission is to provide the same level of commitment and customer service to every client we work with because we're not here to just place someone in an open position, we're here to find the right person for the right career opportunity.

## **Perceptive Recruiting is focused on building relationships with clients and job-seekers.**

We're responsive and patient which allows us to deliver on our promise of finding the most qualified local individuals who fit specific job requirements and your company's culture.

See what Perceptive Recruiting can do for you — contact us today.



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