

Case Study: European Client in the Automotive Sector – UK

Office: Antal Luxembourg – Jose Morente

Outline:

A sales director in a major automotive supplier contacted us, he just got into this new position and found out that they had been searching for a over year for a commercial vehicle sales manager based in Sweden or the UK with one of the biggest names in recruitment and were not presented with suitable candidates.

Challenges faced:

Our competitor had already done a pretty detailed search of the market but was not able to identify candidates. Antal had never worked with this company, and they had a lot of business with the other recruitment company, so we had to provide quick results.

The Antal solution:

- ❑ One strong competitive advantage of our office is our experience and our large network in the automotive field.
- ❑ In a candidate market, (a shortage of active and available candidates so there is mainly passive candidates) we had to rely on both our capacity to approach the right talents and to use our network in the Automotive field (Personal and Antal networks)
- ❑ After deep searching and networking, we found the suitable candidate in less than a month.

The Process:

As this was a new client, we proposed to work the same way as what we did for other similar talent’s search engagements. We have put in place a strong “Candidates Search Project” approach including a clear statement of work with weekly reporting, etc. All along the project, we have worked very closely with the hiring manager presenting candidates as we vetted them and not waiting to have a full short list.

We developed a specific list of questions for the interview to address both hard skills and soft skills in order not only to match the job description but also the corporate culture of our client to make sure the candidates presented would be a perfect fit.

The outcome:

We found the suitable candidate from our automotive network; he did not have an updated LinkedIn profile and was not easily reachable.

This led to 5 more senior roles that were given to us in the successive months.

Source:

Case study written by our team in Luxembourg, November 2023 – led by Managing Partner, Jose Morente

