

# CASE STUDY: IGNITING SUCCESS IN A STALLED SEARCH



## OUR CLIENT

Our client is a nationally recognized leader in electrical solutions manufacturing. As their business continues to grow and evolve, they identified a critical need for a highly skilled SAP Techno Functional Analyst to take the lead in their SAP implementation.

## THE CHALLENGE

Our client had been facing significant challenges in finding the right candidate. Despite actively searching for over a year, they struggled to identify someone who not only had the necessary experience and skill set but also aligned with their company culture and leadership needs. Recognizing the importance of securing the perfect fit, they turned to Refactor Talent for a tailored search.

## REFACTOR TALENT APPROACH

Our team set out to create a highly customized approach to meet this client's specific talent needs. To reinvigorate their long-standing search, we engaged closely with our client to fully understand their requirements and vision for the ideal candidate. Our team crafted a plan to find a SAP Techno Functional Analyst with the expertise and leadership qualities needed to drive the project forward successfully.

### Step One - INTAKE CALL

We conducted an in-depth intake call to get a comprehensive understanding of the client's needs.

### Step Two - SOURCING CANDIDATES

We utilized our talent network to find a candidate with the skills and experience required by the client.

### Step Three - PREPARATION & PRESENTATION

We found three qualified candidates and connected them with our client for submittals and interviews.

## THE SOLUTION

By conducting a thorough analysis of our client's hiring needs, we strategically leveraged our network to identify top talent. We connected them with three highly qualified candidates, each capable of taking on this critical project. From this select group, our client found their perfect match! The chosen candidate has excelled in the role, playing a key part in driving a successful SAP implementation.

## RESULTS

3

SUBMITTALS

30

DAYS TO HIRE

1

HIRE



This role has changed my life. Not only do I get to work with some of the smartest people in the SAP FI space, but they're also incredible leaders and mentors. Their patience with me over the past year has been unmatched, and I've learned so much. What stands out the most about working with you both is how much you truly care. You made sure I found the right fit, and that makes all the difference.

SENIOR SAP SYSTEMS ANALYST

