

Recent Case Studies

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TALENT SEARCH & HEADHUTING

Talent Search Projects – Spin Consulting

Various Clients

Business Background

1. Spin is mostly involved in Consulting and Training / Development programmes
2. However, over the last few years, some clients invited Spin to deliver focused talent search (headhunting services)
3. This is given the fact that Spin professionals possess a large network of contacts in the market and ultimately are able to translate precise an existing role in an existing organization/culture into a fit-for-purpose professional to fill the opening
4. Typically, we work from analyst level up to Vice Presidents; we work In various geographies (especially Americas and Europe); the majority of our assignments have been in Supply Chain, Procurement and Finance (but we already delivered a few projects at Marketing and Sales)

How Spin Consulting Professionals Helps

1. We deliver headhunting solutions on a customized, fit-for-purpose approach.
2. We believe that our key differentiators are:
 1. Hundreds of professionals successfully placed.
 2. • Speed to the Market
 3. • Affordability
 4. • Hands-On Approach
 5. • Flexibility and Partnership
 6. • Our team has several years of deep industry experience working with our clients so we can have straight away very detailed insight into the required talents
 7. • Unique approach that seamlessly integrates vast practical experience with in-depth scientific research.
 8. • Science-based assessments that are statistically proven to generate better results.
 9. • Use of web-based technologies and candidate sourcing tools.
 10. • Worldwide talent database spanning all major industries and functions.
 11. • Depth of experience advising boards, leadership teams, and HR leaders on objective diversity and inclusion recruitment practices.
3. We work in 2 main models:
 1. one-off assignments (one role, one professional, one cost)
 2. A completely new organization or revamping of an existing organization (various roles, various professionals, one cost)
4. Examples of Recent Projects are:
 1. A complete new procurement team for a Latin America client (various locations) – Directors to Analyst levels – over 10 roles
 2. A completely new logistics European team – over 25 roles – from Directors to Analysts
 3. A completely new procurement team for North America client (one location, 3Directors, several managers)
 4. 3 VPs roles for multinational companies in Europe
 5. A total revamp of a Supply Chain organization for an industrial market leader in Brazil (over 30 roles involved, from Sr Manager to Analyst)
 6. Several One-Off Projects are typically at Director / Manager levels
 7. A Group Head of Integrated Supply Chain Planning and a Group CPO for a European frozen food manufacturer