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PeopleSolutions – Staffing Case Study

Position Title: SAP Training Specialist

Client: Chemical Manufacturer

The Situation

Our client was upgrading their SAP system for the Logistics and Supply Chain division globally. Their need was for a contract employee who could create, implement, and lead internal training on the new system and processes. The contract employee needed to have a strong background in supply chain processes as well as SAP and the related SAP modules in order to effectively provide the training.

The Analysis

Identifying a SAP Training specialist who could accomplish all of the goals laid out by our client in approximately a six month timeframe would be challenging. In order to find enough qualified candidates we had to consider candidates from outside of the area the temporary role was to be based. The mix of SAP and Logistics experience made the role unique. The client's flexibility with work schedule, and travel from outside the area made this a realistic search.

The Solution

Our research team developed a pool of approximately 115 qualified candidates within a 100 mile radius of Richmond, Virginia. Within 24 hours our recruiters had identified three qualified, available candidates, and interviews were conducted with the client within days of obtaining the assignment.

The Result

PeopleSolutions was able to identify, recruit, and prescreen three qualified candidates. Our client interviewed all three, and selected one person to extend a contract offer to. This individual started within two weeks, and has successfully met all project timelines and requirements over a six month period. The client has been so pleased with her performance that they have extended her contract for at least another six months.