

## Client case study:

# Victrex

### Background

Victrex engaged with Robert Walters' Procurement & Supply Chain division to successfully source and place the following roles: Head of Global Logistics, Head of Supply Chain Planning, Interim Supply Chain Consultant, Procurement Manager and Category Manager.



Victrex had a number of roles to recruit due to investment into their supply chain, supply chain systems and category management framework. The roles demand professionals with strong backgrounds in inventory management and planning processes, as well as procurement and category management experience. Victrex previously had difficulty recruiting the roles through a generalist agency, which meant the team needed to work to a strict, 3 week deadline.

### Solution

As the recruitment project involved a number of senior roles, the project team developed a strategy to tap into passive rather than solely active candidate pools, comprising of a targeted search on LinkedIn, job board advertising, as well as leveraging Robert Walters existing strong database of supply chain, procurement and logistics professionals to receive high quality referrals from their extensive networks. A detailed market mapping exercise enabled the team to target candidates intelligently, engaging with a talent pool of candidates that matched the desired skills requirements of Victrex. As the team has a number of years working within this market, they were able to reach out to suitable candidates, ensuring they were selling the opportunities to the right talent.

### Results

Robert Walters placed all the roles required across the business within the 3 week time period, providing high-quality shortlists within 5 working days after requirements gathering. The team also forged a strong partnership with Victrex, and are now used exclusively to recruit for supply chain, procurement and logistics positions as a result of this relationship.

"We engaged with Robert Walters and it was my first experience using them for recruitment. They did a fantastic job in finding and ultimately placing a number of high quality candidates for victrix.

Robert Walters were very quick to get a grasp of what we were looking and invested time in understanding the business and the requirements for each specific role. They 100% delivered on expectations and we will definitely work with Robert Walters going forward in the future. What stands out to me is the relationship they build up within the business. They know their markets really well and quickly identified really strong candidates and working collaboratively and as a partnership which is what we value."

**Ellie Levens, Head of HR Operations - Victrex**