

BACKGROUND

An MNC headquartered in the US, a leading manufacturer of battery separators to the lead acid battery industry, has set up their operations in Western India. They see increasing demand for their products in India and neighbouring regions. Hence, the new plant plays a strategic role in meeting the rapidly growing demand for high quality lead acid battery separators in the region.

CHALLENGE

We had a very short span of time to recruit the team together for the plant. They had high standards to evaluate potential candidates. They being a relatively new brand in India and a new plant in the region did not have high levels of awareness among the potential candidates.

SOLUTION

CIEL as a first step, defined the roles to be hired and the competencies to be evaluated. After multiple discussions with their senior managers, we agreed on the assessment methods and the criteria.

CIEL formed a team to focus on the project and appointed one of its senior members to lead the project. The Account Manager developed the sourcing plan, employer value proposition and the project plan in consultation with senior colleagues of CIEL and the Client organization.

We got the client to designate one of their co-ordinators to work with CIEL's Account Manager in order to maintain the rhythm of interviewing the candidates, delivering them a positive experience and closing the loop in terms of an offer or a decline.

BUSINESS BENEFITS

For their Production department, CIEL built the team as per the timelines. That team set the base for their manufacturing unit and its further growth. For the Logistics function, CIEL played a crucial role in building up the team right from the scratch.

CIEL has earned the status of most favoured partner for the client. All their key roles have been recruited by CIEL from time to time.

Client has trusted CIEL to deliver on the contractual roles. The non-core activities in the unit are performed by the employees of CIEL (deputees) hired specifically for this project, deployed at Client site, supervised and directed by the managers in the Client organization. CIEL offers the flexibility to the Client to recruit any of these deputees on their full-time roles if there is a business need.

CIEL has emerged as the holistic Talent Partner of the Client.



Illustrative List of Full-Time Roles filled:

- Logistic Executive
- Customer Service executive
- Executive-Quality
- Quality Controller
- ➤ Operator/Helper-ITI
- > Production engineer
- Process Engineer, Mechanical
- Production Supervisor
- > Production Operator
- ➤ Executive HR
- > Sr. Executive/AM- HR
- ➤ Key Account Manager
- ➤ Executive Accounts Payable
- Process Engineer (New Product Development)
- ➤ PE Scheduler
- ➤ Material Scheduler
- ➤ EHS Assistant
- ➤ Executive Utility and Facilities
- ➤ Warehouse Executive
- Executive Maintenance
- Executive Electrical
- > Forklift Operator

