CIEL®
HR inspired by science



CASE STUDY

A Leading Bioenergy Organisation

BACKGROUND

A leading bioenergy organisation was expanding its compressed biogas (CBG) operations, with plans to establish 10–40 plants across multiple locations. The expansion created an urgent need for a specialised talent acquisition partner to help build a workforce spanning plant operations, technical functions, functional leadership and corporate roles.

The hiring mandate called for access to talent from the energy, renewables, EPC, infrastructure and manufacturing sectors, alongside the ability to recruit across locations with varying talent availability. CIEL HR brought relevant industry experience and pan-India recruitment capabilities to the engagement.



CHALLENGE

The scale and geographical spread of the planned expansion called for a recruitment approach that could accommodate different role requirements, talent markets and hiring timelines.

- *Identifying suitable talent across plant operations, technical functions, functional leadership and corporate roles.*
- *Reaching specialised professionals from relevant industrial sectors, including in Tier II and Tier III locations where talent availability could be more limited.*
- *Balancing standard and niche hiring requirements while maintaining timely sourcing and a consistent candidate experience.*

SOLUTION

CIEL HR established a dedicated talent acquisition delivery model, combining sector-specific recruitment expertise with pan-India sourcing capabilities and technology-enabled hiring processes.

The team built targeted talent pools and used talent databases, job portals, referrals, direct headhunting and focused hiring drives to reach relevant candidates. CIEL HR also leveraged its in-house recruitment tools, applicant tracking system (ATS) and AI-enabled capabilities to streamline sourcing, screening and candidate tracking.

The recruitment process provided sourcing turnaround within 12–24 hours for standard roles and 48+ hours for niche requirements. End-to-end coordination covered interview scheduling, feedback tracking, offer management, documentation and onboarding, helping maintain continuity throughout the hiring process.



Business Benefits

- *CIEL HR's industry expertise helped the client access specialised talent across energy, renewables, EPC, infrastructure and manufacturing.*
- *The pan-India recruitment network extended access to candidates across Tier I, Tier II and Tier III locations.*
- *A structured, technology-enabled recruitment process supported timely sourcing and coordination across diverse hiring requirements.*
- *A consistent and timely candidate engagement process helped strengthen the client's employer brand visibility and credibility among prospective candidates.*



Illustrative List of Roles Filled

The hiring mandate covered a broad mix of plant, technical, functional and corporate talent, including:

Function	Roles Filled
Plant & Operations	Plant Operations Operations Management Production / Process Operations Plant Management
Engineering & Maintenance	Maintenance Engineering Technical Operations Plant Engineering
Health, Safety & Environment	HSE Plant Safety Environment & Compliance
Supply Chain & Commercial	Supply Chain Management Procurement Logistics / Materials Management
Human Resources & Corporate Functions	Human Resources Corporate / Functional Roles Business Support Functions
Leadership & Senior Management	Plant Heads Functional Heads Leadership Positions across Plant and Corporate Functions

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