



CASE STUDY

Building Stronger Teams for a Global Manufacturing Leader

CLIENT OVERVIEW

A global manufacturer of specialized equipment for asphalt road building, aggregate processing, and concrete production, this client serves infrastructure, mining, and construction markets worldwide. With a strong reputation for innovation and reliability, they play a critical role in advancing infrastructure development across multiple continents.

CHALLENGE

The client was navigating a period of rapid growth, high project demand, and workforce transitions. Meeting production schedules while advancing strategic initiatives required immediate staffing support across multiple functions. Skilled trade positions were going unfilled, creating risk for plant operations, while corporate and IT teams needed additional expertise to support modernization efforts. They required not only speed but also a partner who understood the complexities of heavy equipment production and could deliver across both technical and business functions.

Key challenges included:

- **Urgent skilled trade gaps** in plant operations, threatening production timelines.
- **Specialized engineering needs** in mechanical design and equipment manufacturing.
- **Corporate and IT roles** that required alignment with modernization and digital transformation efforts.
- **A workforce in transition**, requiring a mix of short-term project-based resources and long-term technologists to stabilize operations.

AT A GLANCE

SERVICES PROVIDED

- Skilled Trade & Engineering Staffing
- IT & Corporate Talent Solutions
- Flexible Engagement Models (Contract, Contract-to-Hire, Direct Hire)

KEY SKILLSETS PROVIDED

- **Manufacturing & Engineering:** Mechanical, Electrical, Weld, and Advanced Manufacturing Engineers; Engineering Managers, Project Engineers
- **Skilled Trades & Operations:** Material Handlers, Field Service Technicians, Warehouse Supervisors, Production Managers
- **IT & Technology:** Oracle SMEs/Analysts, ERP & Epicor Programmers, SQL/Power BI Developers, CPQ Admins, IT Project Managers
- **Corporate & Business Functions:** Finance & Accounting leaders, Payroll/HR Specialists, Buyers, Operational Excellence Managers
- **Leadership & Sales:** Project Managers, Engineering Supervisors, Regional/Territory Sales Managers, Business Excellence Leaders

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TALENT GROUPS' APPROACH

Talent Groups partnered with the client's procurement and technical teams to deliver specialized resources across a wide range of needs. Leveraging our expertise in manufacturing and engineering, we supported short-term project-based initiatives, provided high-level consulting expertise, and supplied technologists who later successfully transitioned into full-time employees.

Our agile-based screening process emphasized both technical capability and cultural alignment, ensuring each deployed resource could contribute right away while also fitting into the long-term vision of the organization. We quickly delivered qualified candidates across skilled trade, engineering, IT, corporate, and project management roles, building a relationship that continues to expand with the client.

IMPACT & RESULTS

Talent Groups became a trusted extension of the client's HR and talent acquisition team, delivering measurable outcomes. Our support delivered measurable outcomes, including:

- **Accelerated Hiring:** Filled urgent roles in **under 3 weeks on average**, preventing production slowdowns.
- **Operational Stability:** Enabled business continuity during workforce transitions.
- **Process Improvements:** Resources contributed to efficiency gains and cross-department collaboration.
- **Long-Term Partnership:** Successfully **deployed 130+ resources** over four years, supporting digital transformation, engineering operations, and strategic initiatives.

Today, the client continues to rely on Talent Groups as a trusted staffing partner—one that delivers speed, quality, and flexibility as their business evolves.

CONTACT US

Talent Groups connects specialized talent with critical business needs, helping global manufacturers keep pace with growth and transformation.

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