

## CHALLENGE

Hire a highly-skilled, senior level IT professional to fill the role of SAP Business Analyst for their organization.

## SOLUTION

Partnered with Insight Recruitment to develop a strategic and comprehensive search for this critical position.

## RESULTS

Found a highly qualified candidate with the right experience and cultural fit with the company.

*I have worked with multiple search firms. Once I began using Insight Recruitment, I stopped using all others. They are unlike any other recruiting firm I have ever used.*

**Jennifer Blalock** CHIEF OPERATING OFFICER



## COMPANY OVERVIEW

Bethyl Laboratories, Inc. has been dedicated to supporting scientific discovery through its qualified antibody products and custom polyclonal antibody services since its founding in 1972. Currently, Bethyl's portfolio consists of over 9,500 catalog products; offering over 8,200 primary antibodies targeting over 3,300 proteins and 1,300 secondary antibodies raised against immunoglobulins from over 25 species.

Chief Operating Officer, Jennifer Blalock is a 14 year veteran at Bethyl Laboratories, and was the hiring manager for the organizations critical search for an IT professional who would help them grow by making sound data-based business decisions.



# ABOUT US

## PUTTING "HEART" INTO RECRUITING

We specialize in the placement of information technology, biotechnology, life science, pharmaceutical and executive professionals in all industries and disciplines. Since 1998 we have served a wide variety of firms in the Midwest and nationwide and as a result, we have come to truly know our client's culture, their business demands and subsequently their hiring needs.

Offering a boutique style service, and customized searches, we have grown organically over the years through word of mouth referrals and have become the agency of choice for companies who need the right talent to join their firm.



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## CHALLENGE

Bethyl Laboratories needed to hire a key player to reach the next phase of growth for their organization. They had a massive amount of data to manage. Over the 47 year lifespan of the company, their data had been stored and managed in numerous places and by multiple platforms. Bethyl Laboratories hired multiple individuals over the years in an effort to create an effective method of data management, yet these attempts were unsuccessful.

They sought to hire a SAP Business Analyst who could manage their business data across all departments of the company - finding out how each department uses SAP and how to optimize it for their unique needs. They sought a dedicated team player who could manage the volume and complexity of their data. It was becoming critical to fill this key role in order to grow and develop in the direction they envisioned.

## SOLUTION

Bethyl Laboratories chose to work with Insight Recruitment based on their reputation as long standing leaders in information technology talent placement. Insight Recruitment's process included a thorough inquiry into the culture and needs of their clients.

Blalock valued this comprehensive approach and immediately recognized the positive impact it would make. *"They took the time to truly understand what kind of individual I was looking for to fill the role. When they sent me a resume, I knew the person would be worth having a phone call with because they had done their homework."*

Bethyl Laboratories had previously worked with another biotech recruiter, yet they weren't getting results. The talent they were looking for is difficult to find in the marketplace. The recruiters at Insight Recruitment performed a thorough consultation listening to their unique needs. Then they did a deep dive to find the talent who would meet all of their requirements.

## RESULTS

After a timely and well-managed search, Insight Recruitment sent Bethyl Laboratories multiple highly qualified candidates. Blalock recognized one of these individuals as a clear choice. After a great phone interview with the candidate, Blalock invited him for an in-person interview. The candidate shared things they didn't know about SAP and didn't realize were possible. They were impressed by his knowledge and willingness to share. After one on-site interview, they made an offer.

Blalock speaks highly of the candidate they chose: *"He has since made a significant impact on the quality of data management at Bethyl Laboratories. Not only has he improved programming, but he has improved collaboration and communication regarding data across the company. He is not only very capable at his own job but his ability to plan, organize and communicate is contagious. I have had him share his techniques with other employees. He is now a manager with employees reporting to him."*