



Insight

RECRUITMENT

# CASE STUDY

## CHALLENGE

Hire a highly-skilled, IT professional to fill the role of Programmer for their organization.

## SOLUTION

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

## RESULTS

Found an exceptional candidate with the right experience who was a match with the company culture.

*Insight Recruitment's attention to detail and prompt action makes them easy to work with and they have the keen ability to highlight our strengths to prospective candidates.*

**Marie Wilson** HUMAN RESOURCE ADMINISTRATOR

**Kawasaki**

## COMPANY OVERVIEW

Kawasaki was the first foreign vehicle manufacturer to open a manufacturing plant in the U.S.A. Several far-sighted Kawasaki executives germinated the idea way back in 1974, and it was simple. If you're selling in America, why not build there too – save time, save shipping and employ local labor. The consumer products manufacturing facility in Lincoln employs over 1,000, making KMM a major employer in the area.

Human Resource Administrator, Marie Wilson is a six-year veteran with Kawasaki Motors and earned her Bachelor of Business Administration degree from University of Nebraska-Lincoln. Using her compassion for employees, strong customer service skills, and attention to detail, Wilson worked closely with Insight Recruitment on this critical hiring initiative.



# 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

Kawasaki was in a growth phase; they were expanding their consumer products division and looking for just the right talent to bring on board. They needed a Programmer with SAP experience and business sense for specific projects; someone who would be a strong team player and grow with the company. In addition to a candidate with extensive experience in Information Systems, they also sought someone with leadership skills who could be a mentor and fit with the culture at Kawasaki.

In the past, they found it challenging to fill these types of roles on their own. Most of the company's positions are in manufacturing production. Yet, their IS department has very specific needs when it comes to skills and that talent has proven to be difficult to attract. They had used numerous recruiting firms in the past, without much success.

## SOLUTION

Kawasaki looked to Insight Recruitment for help in finding just the right fit for this role. Based on their past experience with Insight, they felt confident they could find the perfect match. In addition to their past successes, Marie Wilson also trusted their solid reputation as leaders in information technology talent placement.

Wilson knew that they were in good hands. Once they began working with Insight in 2014, they quit working with other agencies and decided to work exclusively with Insight Recruitment for all of their IS positions. Insight Recruitment has provided us with a number of strong employees over the years. They are easy to work with and we appreciate their attention to detail as they look for people who fit well within our company and its culture.

She felt that Insight Recruitment had a good eye for finding the right people who are a good fit and who not only have great skills, but also have high growth potential. Insight Recruitment understood Kawasaki's culture; and their recruiting process included a thorough inquiry into their specific needs for the role. They did a thorough search to find the talent who would meet all of the company's requirements.

## RESULTS

After a swift and carefully-managed talent search, Insight Recruitment sent Kawasaki an exceptional candidate. Soon after, he was interviewed and hired for their consumer products division. Their new hire had an amazing work ethic, was always on time and faced each day with enthusiasm. He also worked well on the IS team and fit the company's culture.

Wilson knew they had made the right choice by again working with Insight Recruitment for their challenging IT hires. Their new employee contributed to major projects, including building code and implementing new processes. He was initially hired as a Programmer but was soon promoted to Programmer Analyst. Not long after that, he advanced to Systems Analyst. He has been a major contributor.

Looking back on their long-standing relationship with the recruiting firm, Wilson reflects on their successes. Each person that Insight Recruitment has placed with us has added value to our company as they try to connect the right people with the right careers.

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