



CHALLENGE

To hire a top performing manager as the Head of Vertical Business Solutions for their organization.

SOLUTION

Entered into a partnership with Insight Recruitment to develop a strategic search for this valuable new position.

RESULTS

Landed a rockstar candidate with extensive experience who is a great match with the company culture.

The team at Insight Recruitment has been very pivotal to the success of our growth. What is unique is that they really take the time to understand the culture of NexTec, the personality and the needs of the hiring manager.

Chris Williamson VICE PRESIDENT, SAGE ERP/PROFESSIONAL SERVICES



COMPANY OVERVIEW

NexTec Group is a national consulting firm, specializing in technology to help you manage your business. This includes Enterprise Resource Planning (ERP), Customer Relationship Management (CRM), and Business Intelligence (BI), Cloud and On-premise solutions for mid-sized businesses. NexTec is made up of consultants who have experience working in the industries that they are now advising.

Chris Williamson, Vice President of the Sage X3 Division at NexTec Group, began his career in IT working with startups and got hooked on building processes and solutions to help run their business. He has over 20 years in software and consulting. He was formerly at Sage where he led more than 30 implementations of Sage X3 for medical devices, food and beverage, pharmaceutical, manufacturing and distribution.



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

NexTec Group was growing and they were ready to step up their game and focus on the food and beverage vertical. They had some momentum and past success in that space but didn't have a strategic plan to expand the practice.

They were developing a whole new position to lead and grow this vertical, so they needed someone with extensive experience who could hit the ground running. They were seeking a senior level manager with refined leadership skills who could offer strategy, vision, expertise, and customer experience across all verticals of the organization.

As they ventured into this new territory, they knew they needed a key recruiting partner to help them gain focus and clarity around exactly who would fit well in this role. They had worked with other recruiters in the past, with disappointing results. Other recruiters tended to produce low quality work - leveraging automation instead of going out, rolling up their sleeves, and looking for the right candidates.

SOLUTION

NexTec partnered with Insight Recruitment to find just the right person; they felt confident in the firm's ability to find top level talent in technology. After working with Insight Recruitment for several years, NexTec found their personalized approach to recruiting to be extremely effective for their talent needs. Working with Insight Recruitment was different. Williamson was impressed by how they got to know him and his needs as the hiring manager.

Williamson could rest assured that they had the right partner on their side. He liked their hands-on approach. They only sought out passive candidates who were a good fit for the culture of the company. *"They spend more time than any recruiter that I have worked with, really understanding the position we are recruiting for and they act as a true extension of the hiring manager to somehow find the perfect candidate."*

Once they began working with Insight, they chose to work with them exclusively for their hiring needs. Williamson reflects on their performance, *"They have placed dozens of employees for us with great success. We are very happy with the firm and the results they provide. We work exclusively with Insight Recruitment now."*

RESULTS

After an in depth search of industry talent, Insight Recruitment sent NexTec a curated handful of remarkable candidates. To Williamson, one of them stood out as exceptional. She was interviewed and not long after was hired as Head of Vertical Business Solutions.

Their new hire spearheaded creating a vertical practice for the company, expertly understanding customer problems, support, and building a true vertical for their customer journey. Most importantly, she now works closely with the product management team to take it to the next level.

Williamson was thrilled with the results. Their new hire exceeded their expectations. She was highly experienced and enthusiastic about the work. Not only that, she was a perfect fit for the culture at NexTec. *"Insight does a great job looking for candidates that are right for the job, not just candidates that are looking for a job."*