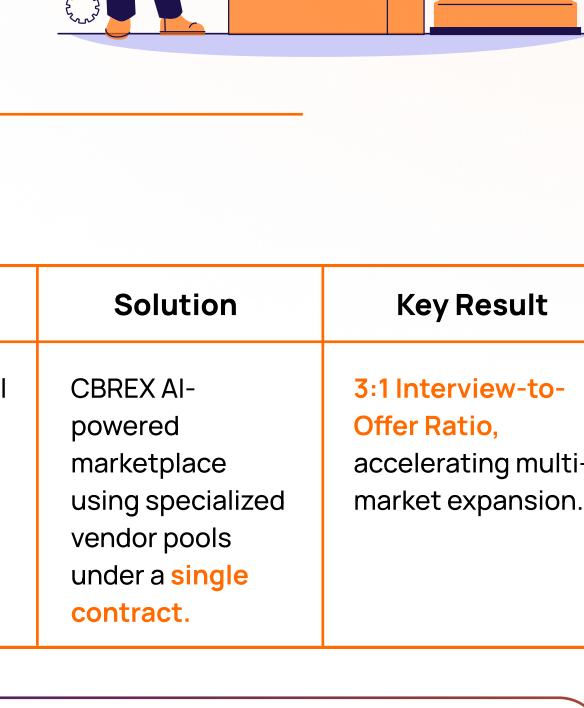


## A Leading Chemical Powerhouse Achieves Global Scale and Niche Talent Acquisition with CBREX

### Client Introduction:

A global-scale Indian chemicals powerhouse, among the world's leading carbon black producers, with a customer base in 50+ countries, and part of a multi-billion-dollar Indian MNC conglomerate.



### Executive Summary

Client	Industry	Challenge	Solution	Key Result
A global-scale Indian chemicals powerhouse (Chemicals, Specialty Materials)	Manufacturing / High-Tech R&D	Fragmented global hiring for diverse, niche roles across 4 continents.	CBREX AI-powered marketplace using specialized vendor pools under a single contract.	3:1 Interview-to-Offer Ratio, accelerating multi-market expansion.



### An Ambitious Global Expansion

India's Largest chemical manufacturer needed to build specialized teams in new international markets, facing significant hiring hurdles.

#### Specialized Talent

Sourcing senior experts across North America, LATAM, Europe, the Middle East, and other countries.

#### Niche Skill Sets

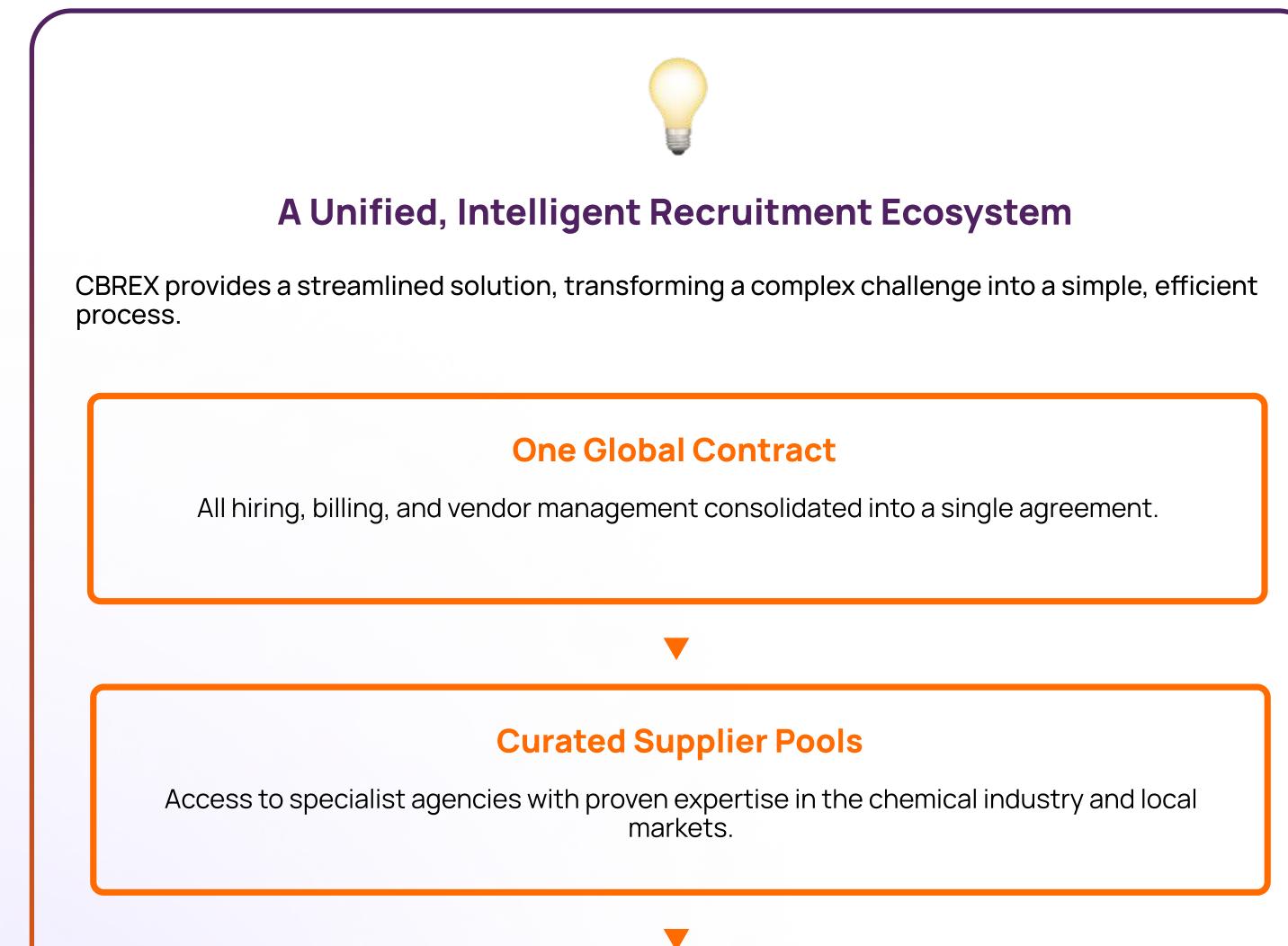
Finding candidates with specific experience in sales, R&D, and technical leadership for the chemical industry.

#### Logistical Complexity

Avoiding the inefficiency of managing multiple recruitment agencies and contracts across the globe.

### The Challenge of Concurrent Global Expansion

As the client expanded its international footprint across its battery materials divisions, the company faced a dual recruitment challenge:

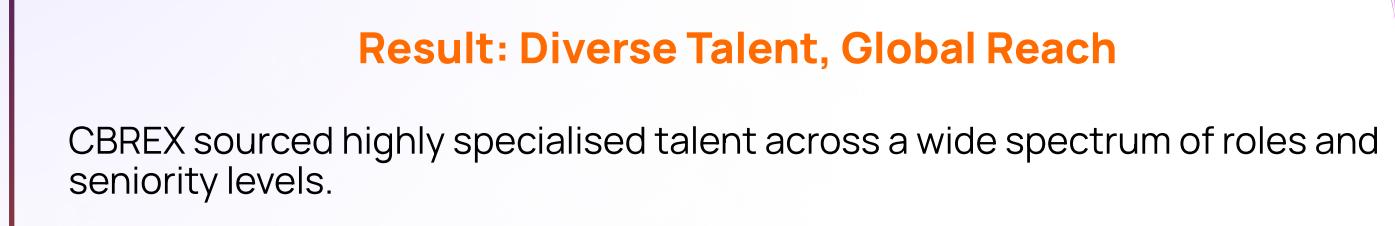


They needed to hire highly specialized roles across regions, from **R&D Scientists** and **Battery Design Engineering** to **Senior Commercial Leadership**.

Traditional hiring methods were too slow and complicated for the company's rapid market expansion.

### The CBREX Solution: Precision and Consolidation

They adopted the CBREX platform to centralise its talent acquisition strategy under a **single contractual framework**. This eliminated the administrative complexity of managing vendors across various countries at the required speed.



#### Curated Specialised Vendor Pools:

CBREX leveraged its AI to map the client's niche requirements (e.g., Phosphonates Sales, Nanovace Technology, Leadership roles) to a pool of **specialist recruitment agencies**. This ensured that only suppliers with **proven expertise** in the manufacturing and chemical sector, and the target geography, were engaged.

#### Enhanced Efficiency:

By creating specialised talent pools, the client quickly found better-matched candidates with much less effort.



### One Global Contract

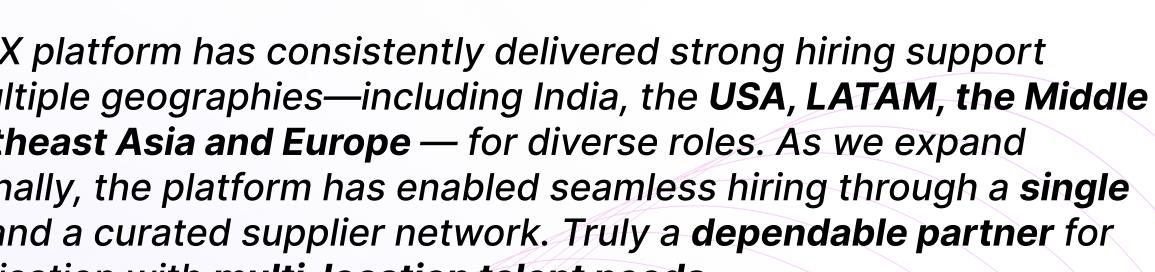
All hiring, billing, and vendor management consolidated into a single agreement.

### Curated Supplier Pools

Access to specialist agencies with proven expertise in the chemical industry and local markets.

### AI-Powered Matching

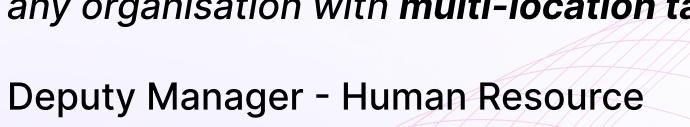
Roles were instantly matched with the most capable suppliers, ensuring relevance and speed.



### Exceptional Efficiency

3:1 Interview-to-Offer Ratio

Roles were instantly matched with the most capable suppliers, ensuring relevance and speed.



### Result: Diverse Talent, Global Reach

CBREX sourced highly specialised talent across a wide spectrum of roles and seniority levels.

Role Category	Roles Filled (Selection Highlights)	Geographies
Sales and Business Development	Regional Sales Heads, Business Development Lead, Divisional Head - Technical Sales	Middle East, Germany, LATAM (Brazil)
Niche R&D	Principal Scientist - Battery Design & Engineering, Senior Scientist - Feedstock	Belgium, India
Functional Leadership	Procurement Head	Houston, USA

and more



Check out our [Success Stories](#) to see how we've solved different hiring complexities for different clients.

For a personalized solution, [Contact Us](#) today.

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