



REDEFINING TALENT ACQUISITION

Contact us today to book your free consultation
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STQ PARTNERS × YOKOGAWA ◆

DELIVERING SUCCESSFUL RECRUITMENT AT SCALE

A CASE STUDY OF EFFICIENCY
AND EFFECTIVENESS



STQ PARTNERS × YOKOGAWA ◆

NINE STRATEGIC HIRES IN JUST SIX MONTHS ACROSS MULTIPLE SECTORS

**STQ Partners approach to recruitment
has been gamechanging for Yokogawa's
business development globally in 2025.**

We utilise a unique data-driven Q-Print, giving us, and our clients, an all important edge. That's how we delivered recruitment at scale (RAS) for Yokogawa, filling 6 roles, in 6 months, all in differing verticals and locations.

In addition to the success of our RAS project we retained a further 3 key positions and this process is ongoing, we can provide the same results for your department.

This document outlines how STQ Partners worked for your colleagues.

Michael Berry,
Co-Founder STQ Partners



AGILITY, RESPONSIVENESS AND IMPACT YOU CAN MEASURE COMMERCIALY



STAGE 1 – DISCOVER

STQ Partners care where a company has come from and where they want to go. Our Discover stage was vital for Yokogawa with their proud history of automation, control and measurement technologies. It revealed a vision of the future – including digital transformation, IIoT and AI-driven solutions – and uncovered key areas and markets within the Products business to capitalise on.

Although Yokogawa had advertised positions, traction was sluggish and they were unable to utilise their existing networks for unfamiliar roles. A new approach was needed.

On 4th April STQ Partners were instructed on six roles. We immediately assembled a project team to address their requirements for timely resolutions.



Robin D'Souza



Albert Flynn



Scott Eddleman



Jason Pittman

Launch calls were brokered with all respective hiring managers over the coming weeks. Despite travel and logistical challenges all calls were completed by the end of April.

Yokogawa personnel we partnered closely with on these initial roles were Albert Flynn, Robin D'Souza, Jason Pittman and Scott Eddleman.

UTILISING REAL-TIME DATA FOR REAL-WORLD SUCCESS



STAGE 2 – CONSULT

Newly created roles meant there was a requirement to evaluate real-time market data upstream in the search. Key challenges included establishing: required salaries, available talent pools, requisite skills and experience. Ultimately we needed to be able to attract talent to an unknown entity (within these domains) in a fiercely competitive market for their backgrounds.

Q-Print analysis quickly provided salary benchmarking, ensuring Yokogawa could compose a competitive package and budget allocation for each role. This helped position themselves correctly in the market and with internal financial planning.

THE PROMISE OF NO COMPROMISES

The Q-Print also efficiently and effectively targeted businesses within the respective spaces which relevant individuals would likely work for, or have worked for previously.

STQ Partners specialist project team executed on the positions as quickly as possible – without compromising on quality. Each search had an assigned professional ensuring advertisement, and crucially, comprehensive headhunting was dedicated to each role. This in-depth analysis enabled STQ Partners to quickly establish a market map and recruitment strategy.

We were subsequently able to discreetly engage with top operators in the market with an informed, coherent and compelling offering.

OUR Q-PRINT DELIVERS ACROSS A RANGE OF VERTICALS



STAGE 3 – EXECUTE

The flexibility of our Q-Print approach allows for roles to be phased over the lifetime of a project and retainers redeployed as briefs change.

The proof is clear with Yokogawa’s brilliant new talent already on board – with more in the pipeline.



Don't hesitate to let us know if myself or my fellow STQ Partners can help you with your next key hire

Samuel Emerton,
Co-Founder STQ Partners



THE QUALITIES THAT SET US APART

SPEED



TRUST & TRANSPARENCY



QUALITY



EXCELLENCE



STQ PARTNERS DELIVERING SPEED, TRUST AND QUALITY

The last six months has seen recruitment at scale working seamlessly for Yokogawa

- | | |
|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| + Business Development Lead
Water, Waste Water – Florida
Tom Nobis
offer accepted 19 th May | + Account Manager Advanced
Analytical – Illinois/Midwest
James Mccalughlin
offer accepted 5 th July |
| + Business Development Lead
OEM industrial – Illinois/Midwest
Carlos Garcia
offer accepted 27 th May | + Business Development Lead
Emerging Solutions
ROLE PAUSED AND BEING REDEPLOYED |
| + Business Development Lead
Data Center – Houston
Colton Audilet
offer accepted 29 th August | + Business Development Lead
Semiconductors – Austin
Mark Sekulich
Under Offer |

Three further essential personnel retained

- | | |
|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| + Sales Manager – Houston
Greg Johnson
offer accepted 22 nd August | + BDM Mining – US-wide
Josh Junkert
at final stage |
| + Product Manager DAQ
– New York
William Kaunds
offer accepted 9 th September | |

STQ PARTNERS ARE THE SHIFT THAT KEEPS GIVING

Partner with us for personnel chosen to impact your business now and into the future.

Our obsession with our customers means we not only think fast for your immediate needs, we think long-term too. This delivers intrinsic value as you get the best candidates, regardless of level, and the most scalable simultaneously. Like these two historical STQ Partners hires for Yokogawa who are going from strength to strength.

Kevin Blum – Promoted to C-level

Matt Malone – Spearheading Cybersecurity

