

How Amphenol Used  
Recruitment Intelligence to  
Fill a Sensitive Role  
Case Study

**2 YEARS  
EMPTY**  
FILLED IN  
2 MONTHS

# THE COMPANY

Founded in Chicago in the 1920's, Amphenol Corporation is a major producer of electronic and fiber optic connectors, cable and interconnect systems such as coaxial cables. Employing over 70,000 people, they have offices in New York, California, Florida, Toronto, and China.



**88**  
years



**70,000**  
employees



**5**  
main offices

# THE PROBLEM

Amphenol had a difficult-to-fill role, that would ideally be based in Northern Germany. An already complex location for hiring in, the role was further complicated by salary mismatches.

The team had been working on filling this role for two years both internally and with local recruiters with no success. This was a critical role for the growth of the company in the European market and they were losing revenue not having it filled.

# THE SOLUTION

Amphenol's Director of Organisational Development, Klaus Doerr, had been talking casually to Solutions Driven for a while and liked our approach. However, senior management were sceptical about using a Scottish company to hire a European role for an American business.



I had been in contact with Solutions Driven for a while and liked their systematic approach. When meeting with Solutions Driven's key management, we decided to give them a hard-to-fill pilot/test project.



**Klaus Doerr,**  
Director of Organisational Development

The Solutions Driven team put Recruitment Process Intelligence (RPI) in place and began to search for the candidate using their 6S Process to find and secure great talent and their 6F methodology to ensure a great fit.

# THE RESULTS

## Two Years Empty Filled in Two Months

Using the latest technology and the team's 20+ years of experience, Solutions Driven got a shortlist of perfect candidates to Amphenol within three weeks.

In eight weeks, the hire was complete and a role that had been empty for two years was filled in two months.



Solutions Driven delivered with speed & accuracy. 100% transparency throughout the process with regular progress updates/reports.



**Klaus Doerr,**  
Director of  
Organisational  
Development



**Shortlist** --- → 3 weeks



**Open** ---- → 2 years



**Filled** ---- → 2 months

Want to find out more  
about how we can  
grow your business?

**We can help!**

Book a free consultation 