

How HBK Used External
Talent Partners to Flex Their
Recruitment Capabilities in
Uncertain Times

CRITICAL SUPPORT IN UNCERTAIN TIMES

THE COMPANY

Hottinger Brüel & Kjær was founded in 2019, when HBM and Brüel & Kjær merged their activities into a new company.

Both companies are market leaders in their respective disciplines – Brüel & Kjær in sound and vibration and HBM in reliability, durability, propulsion efficiency and weighing.

HBK helps its customers reduce time-to-market by simultaneously performing tests, retrieving and analyzing data, aiding decision-making.



9,000
employees



80
countries



7
Key Products

THE SITUATION

Ida Matthiesen joined HBK as a Talent Acquisition Partner in February 2020, just weeks before Coronavirus became widespread. Soon after, some unexpected changes in the team meant that Ida was in charge of global talent acquisition for the whole company.

HBK's recruitment was scaled back dramatically due to the global shutdown and uncertainty, and Ida was spinning a lot of plates.

THE SITUATION

HBK's COO Ben Bryson had worked with Solutions Driven previously in another role and was aware of Solutions Driven's Recruitment Process Intelligence. When Ida needed support on a specific, business critical position, Ben recommended she contact Solutions Driven.

Ida met Solutions Driven CEO Gavin and Talent Delivery Specialist Jo. They ran her through our process for hiring passive talent, including the 6S Process for discovering top talent and the 6F Methodology to candidates with the right roles.

At this point, Ida and the SD team entered into a partnership where they worked together to ensure HBK got the perfect candidate.



It was very much a collaboration between Jo, myself, and the hiring manager.



Ida Matthiesen,
Talent Acquisition Lead, HBK

THE PROBLEM

Then 2021 came and like many other businesses, HBK realised they needed to ramp up their recruitment. Their 2020 hiring plans were backed up and they were into a new year with its own strategy.

But because of the uncertainty of 2020, their talent team just didn't have the resource to deal with rapid growth.



We had more work and fewer people in the team. We just needed someone to come in, and be more integrated.



Ida Matthiesen,
Talent Acquisition Lead, HBK

THE SOLUTION

By then, the SD team knew how HBK worked, they were aware of their Candidate Value Proposition, and they knew the standard of employees HBK required. Ida also knew she wanted to build her own team and that outsourcing to this level just wasn't needed long-term.



By this point I'd worked with Solutions Driven on a couple of roles in various functions. The team was very versatile and we had a really good relationship.

The SD team heard we were struggling with resources and looking into RPO solutions, and they came up with the possibility of you helping us out.



Ida Matthiesen,
Talent Acquisition Lead, HBK

After a consultation, Adam Pryce, one of our Talent Delivery Specialists joined HBK for a short period to support Ida while she built up the talent team and went through the initial flurry of hiring.

THE RESULTS

HBK have been able to get their hiring process back on track and in the first few weeks four critical roles were placed. Adam is also able to support the hiring managers with more general recruitment advice and tasks.



Our managers know Adam and he's involved in the whole process. They're just as happy to reach out to him as they are to me.

He also has a broader understanding because he's working on a lot of different positions within the same organization. He has the insights and he can also do a lot more admin based work, helping hiring managers with job descriptions, and giving advice if necessary.



Ida Matthiesen,
Talent Acquisition Lead, HBK

THE RESULTS

How Is This Different From An RPO?

RPO: Long-term contract with significant upfront costs and the potential for a long set up period.

Solutions Driven: One person who knows the business well joins for a fixed period of time to act as a stop-gap until HBK's own team are at an optimum level.

AN ONGOING PARTNERSHIP

HBK have been able to utilise flexible support to ramp up the process until their internal team is in place. But they also plan to keep the partnership going, using Solutions Driven for selected business critical and senior hires.



We'll still be using Solutions Driven for those hard to fill confidential roles, just as we have done previously because we have such a good relationship.

And obviously it will make sense for Adam to be involved considering the knowledge he has of our business now.



Ida Matthiesen,
Talent Acquisition Lead, HBK

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

We can help!

Book a free consultation 