

CASESTUDY

SRD Recruitment Solutions

Gallagher Fluid Seals (GFS), a third generation family business that have been a key distributor in the seals industry for over 60 years, needed an experienced Quality & Regulatory Compliance manager to continue their growth. SRD's unique 5-Step programme delivered on the company's needs.



Gallagher Fluid Seals gets targeted recruitment help from SRD

Gallagher Fluid Seals (GFS) is a Pennsylvania-based third generation family business that have been a key distributor in the seals industry for over 60 years.

The company continues to be true to its roots as a premier supplier of Fluid Sealing products. However, as the global sealing landscape changes, so too must Gallagher. The emergence of new categories of sealing products has pushed Gallagher to expand its areas of expertise and breadth.

The future growth of Gallagher depends on the company continuing to incorporate new products and areas of expertise. The organization has aggressive organic and acquisition growth goals over the next few years.

With this in mind, the company needed an experienced Quality & Regulatory Compliance manager, and turned to SRD Technical Recruitment for help with the hire.

The challenge for SRD was that GFS were already working with a recruitment agency on filling a customer service position but this agency had declined to tackle this position as they felt it was too specialized!

So we met with company CFO John Kates and Customer Service Manager Heather Berretta to introduce our 5-Step Program:

1. Support in defining and producing the Job Description and Skills Requirements
2. Placement of Job Ad using our unique applicant tracking and screening system
3. Target, screen, interview and selection of the most appropriate Candidates
4. Coordinate final Candidate interviews and negotiate a win-win
5. Provide 3-month post hire support to selected candidate with mentoring/coaching for continued success

SRD Technical,
817 Tally Ho Lane
Chester Springs
PA 19425 USA

Tel: +1 610-517-0798

Email: info@srdtechnical.com





Founded as The Walter B. Gallagher Company, the company formed an initial stronghold in the maintenance and repair requirements of large manufacturing firms throughout Philadelphia. In 1975, Walter Gallagher's sons Walter Jr., Joseph, and Brian joined the business. What had begun as a company focused on maintenance and repair applications was evolving to focus more on OEM accounts and solutions.



Between us all we worked on defining the Must Have's, Nice to Have's, and Not to Have's for this position as well as defining a detailed Job Description and advert. The questions we focused on were:

- ✓ What are the ideal attributes (skills, experience, background etc) that a candidate must have for this role?
- ✓ What other attributes could a candidate have that could be helpful, that are not essentials but help differentiate?
- ✓ Based on your experience what are things that you know to watch out for or will not work for this role?

We used both LinkedIn targeting and placed the job local Job Boards, getting good candidates in the pipeline quickly. Before long we found a perfect fit who was a passively candidate.

We then negotiated the package before getting a win-win for both parties – GFS had their man!

CFO John Kates said: "SRD enabled us to start the hiring and recruitment process with all the appropriate documentation and search criteria needed for fast and efficient success.

"Simply put, SRD really helped us to know and understand what we were looking for and how we should evaluate the candidates that applied.

"They then helped to translate our 'internal' Job Description over to an 'external' format to advertise and attract the most appropriate candidates for our position.

"They asked the tough questions to really identify the best fit for the position in mind, including thorough 'getting to know the individual' interview calls.

"They screened and selected the most appropriate candidates to meet our defined hiring needs, and tirelessly worked on our behalf, weeding out the 'time wasters' and really spending time and effort exploring the 'perfect fit' individuals that we knew could and should be our next hire.

"Having worked with a number of recruiters over the years, it is always refreshing to find an agency that stands out from the crowd. Without a doubt, SRD certainly does.

"Professional, thorough and great communicators, they truly listen. SRD are a refreshing break from the norm."