



CASE STUDY

**STRATEGIC RECRUITMENT OF CENTRAL
CATEGORY MANAGEMENT & PROCUREMENT
EXCELLENCE TEAMS FOR MAGNA
INTERNATIONAL - EUROPE & NORTH AMERICA**

1stExecutive

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In response to a major procurement transformation, 1st Executive were engaged to lead exclusively the recruitment of a new centralized team across Category Management (Direct & Indirect Procurement) and Procurement Excellence.

EXCLUSIVE RECRUITMENT MANDATE

To support the company's shift toward a globally aligned category management structure with adding additional talent for designated categories.

SCOPE INCLUDED:

Direct Procurement:

- Senior Manager – Resins & Plastics
- Category Director – Fasteners
- Senior Manager – Semiconductors

Indirect Procurement:

- Senior Manager – MRO
- Senior Manager – Engineering Services
- Senior Manager – Energy / Utilities
- Senior Manager – Temp Labour & HR Services

Procurement Excellence:

- Manager – Purchasing Process & Procedures
- Manager- Systems, Tools & Data Management
- Snr Specialist – Systems, Tools & Data Management

RECRUITMENT CHALLENGES

Talent Scarcity:

Sourcing candidates with true global category ownership experience - especially within automotive - was highly competitive.

Transformation Readiness:

Candidates needed not only functional expertise, but also a change mindset and the agility to operate in a transforming environment.

Regional Complexity:

The hires were spread across North America and Europe, requiring a deep understanding of local talent markets and regulatory nuances.

RECRUITMENT STRATEGY

Role Mapping:

- Collaborated with HR and procurement leadership to define job scopes, success criteria, and ideal candidate profiles.

Market Intelligence:

- Delivered benchmarking data on compensation, talent availability, and competitor structures.



Global Search:

- Conducted targeted searches across key automotive and manufacturing hubs in Europe and North America.

Candidate Engagement:

- Used a mix of direct outreach and referral networks, focusing on passive talent with high transformation potential.
- Ensured a smooth end-to-end hiring process for candidates and hiring managers alike, including ongoing communication and management (pre & post start), interview prep and feedback calls, and presented offers to ensure high acceptance rates

Behavioural Screening:

- Emphasized cross-functional influence, stakeholder management, and strategic procurement capability during interviews.

RESULTS & IMPACT

- ⌚ 10 roles placed across Direct, Indirect, and Excellence functions within 9 months on a staggered recruitment timeline
- 🔀 Delivered a blend of automotive and cross-industry talent to ensure both depth and innovation
- 👤 Helped shape an agile, high-impact team structure aligned with global procurement objectives
- 👥 Provided ongoing consultation on onboarding and internal stakeholder alignment

CONCLUSION

This recruitment project was pivotal in enabling the client's procurement transformation journey. By assembling a cross-functional team of proven procurement professionals with strong category expertise. Ongoing support and relationship established for ad-hoc recruitment campaigns not only in central function but also within business units.

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