



CASE STUDY

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

The background of the entire page is a photograph of the Cloud Gate sculpture (The Bean) in Chicago at dusk. The sculpture's highly reflective surface mirrors the surrounding city skyline, including the Willis Tower and other skyscrapers. The sky is a mix of orange, pink, and blue.

*1st*Executive

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

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 ah-hoc recruitment campaigns not only in central function but also within business units.

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