



HUNTER
RECRUITING

How Hunter Recruiting Met One Company's Toughest Hiring Needs

Case Study: Executive Search

About Our Client

Our client is a specialty chemicals manufacturer operating in a niche, highly technical market. Despite a strong product offering, the company was experiencing stagnant revenue and inconsistent margins. Their leadership team lacked the strategic clarity, commercial agility, and data-driven rigor necessary to scale in an increasingly competitive landscape.

Project Overview

The client partnered with Hunter International to lead an executive search focused on transformation. They were seeking high-impact leaders, specifically a Chief Financial Officer and a Vice President of Sales, who could drive financial discipline, sales execution, and strategic clarity in a complex B2B technical environment.



Challenge

- ✗ **Stagnant revenue growth** and inconsistent profit margins
- ✗ Existing executive team **lacked strategic and commercial agility**
- ✗ **No clear roadmap for scaling** in a technical and competitive market
- ✗ **Difficulty finding leaders** with sector-specific knowledge and experience
- ✗ Prior recruitment efforts **lacked speed, precision, and alignment** with growth goals

Here is where we come in.



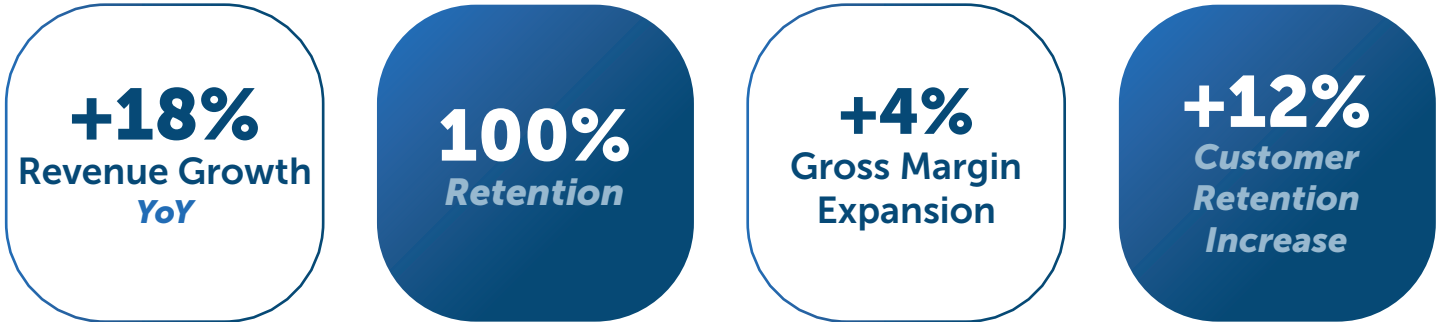
Solution

Hunter International took a consultative and tailored approach. We began by analyzing the client's leadership gaps, market position, and long-term objectives. Scorecards were created around key KPIs like revenue growth and margin expansion. Using our proprietary STEMHUNTER platform and national executive networks, Hunter identified and delivered transformational talent with proven success in similar environments.

Approach

- Industry **networking & referrals**
- Boolean search & **passive candidate sourcing**
- Use of proprietary **STEMHUNTER talent database**
- **KPI-driven scorecards** aligned with business goals
- Focus on **transformation experience**, not just qualifications
- Emphasis on **cultural and operational alignment**

Results



Positions Hired

Director of Quality	Vice President of Finance
Director of Operations	Director of Technical Sales
Director of Business Development	Chief Financial Officer (CFO)

Client Testimonial

"Hunter delivered exactly the kind of leadership we needed—fast. Their team knew our industry and brought forward candidates who could hit the ground running. The results speak for themselves."

CEO, Specialty Chemicals Manufacturer

Need Help Hiring?
Let's Talk!

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