



Insight

RECRUITMENT

# CASE STUDY



## CHALLENGE

Finding high quality technical talent with meaningful experience in vaccine development and industrial research.

## SOLUTION

Partnered with Insight Recruitment to attract top scientific research candidates already working in R&D.

## RESULTS

Hired multiple high-quality candidates that spearheaded a critical R&D division in Omaha noted for collaborative success.



## COMPANY OVERVIEW

Phibro operates in the animal health and nutrition industry by developing therapeutics, nutritionals and vaccines for the commercial animal industry. The company believes in "optimizing animal health and nutrition for better lives and a more sustainable world" and their work requires inventive solutions, a passion for excellence, and a sense of urgency about making an impact.

While headquartered in New Jersey, Phibro values its locations in the Midwest animal healthcare corridor, Phibro has made it its mission to "provide safe and effective solutions for customers' unique challenges." These solutions require innovative research and development initiatives that support Phibro's mission. Developing and manufacturing vaccines has been critically important in Phibro's work.

Early on, Peter Winter, Director of Biological R&D at Phibro, recognized the need for attracting, recruiting, and retaining talent who could lead top company initiatives in R&D.



# ABOUT US

## PUTTING "HEART" INTO RECRUITING

We specialize in the placement of Biotech, IT and ERP professionals. Since 1998 we have served a wide variety of firms in the Midwest and nationwide and as a result, we have come to truly know our client's culture, their business demands and subsequently their hiring needs.

Offering a boutique style service, and customized searches, we have grown organically over the years through word of mouth referrals and have become the agency of choice for companies who need the right talent to join their firm.



233 South 13th Street, Suite 1100  
Lincoln, Nebraska 68508

Hello@InsightRecruitment.com  
www.insightrecruitment.com

## CHALLENGE

In the past, Phibro hired new employees by posting a position online and hoping the right candidate would apply. As a result, the company attracted many applicants for the open R&D jobs. However, few of these applicants were qualified for the positions they applied for. Filling vacancies could take several months.

Peter noted that most job applicants had academic research experience consisting of intellectual and theoretical approaches to problem-solving. However, Phibro required candidates with applied industry research experience. Researchers had to know how to resolve challenges quickly in the field.

Discovering applicants in the Midwest with relevant research experience was incredibly challenging. The hiring process was time-consuming and often disappointing as the hiring team tried to find candidates with the needed skillset.

## SOLUTION

Peter sought help from Insight Recruitment to find the caliber of candidates needed and hire them quickly. Insight recruiter Shawn has become an integral part of the Phibro team because she knew what skills to look for and where to look for the talent of this magnitude.

Shawn brought a science background to her recruiting efforts, and she knew what characteristics Phibro needed. Furthermore, she had an impressive network of contacts within the industry with whom she had developed strong relationships. As a result, she was able to locate candidates who would've been inaccessible with standard recruiting measures.

## RESULTS

Shawn of Insight Recruitment helped staff the Omaha R&D office. Several of these hires have become top performers and progressed within Phibro. "These hires do extraordinarily good work," said Peter, "and they've brought significantly impactful solutions to the marketplace."

Phibro has become accustomed to receiving a level of candidates in line with what the company requires for meeting their vaccine research needs. Since Phibro can get top talent faster and partners with Insight Recruitment to streamline their process, they now make job offers within 4-6 weeks of opening a position. Peter always turns to them for any hiring needs.