

CLIENT CASE STUDY

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Sourcing Tier-1 Talent

Building a Global SAP Expert Team for a Leading FMCG Company

How Spectrum Consultants mapped Tier-1 B-school networks and premier tech talent pools to close 20 mission-critical enterprise roles.

Industry

FMCG & Enterprise Technology

Engagement

Specialized Leadership Search



Overview

A leading global FMCG organization embarked on a large-scale enterprise transformation initiative to strengthen its SAP-driven operations. To enable this transformation, the company sought to establish a dedicated SAP expert team comprising both technical and functional consultants to support global business processes.

Challenge

The client needed to hire Managers and Senior Managers with a blend of technical SAP expertise and strategic business understanding.

The hiring brief was very specific:

- MBAs from premier management institutes (IIM, FMS, XLRI, etc.)
- Strong engineering background and SAP domain expertise.
- Diversity-focused hiring mandate.
- Prior experience in FMCG, IT consulting or global shared services environments.

This combination of educational pedigree, leadership capability and functional depth made the mandate complex and niche talent acquisition projects in the enterprise technology space.



Our Solution

Spectrum Consultants partnered with the client's leadership and HR teams to implement a customized research-driven sourcing strategy focused on speed and quality.
Our structured approach included:

COMPREHENSIVE TALENT MAPPING

Identified SAP leaders across FMCG, IT and shared services sectors who met both technical and academic benchmarks.

ALUMNI NETWORK ENGAGEMENT

Activated IIMs, XLRI, FMS and other premiere Institutes' alumni groups to connect with top-tier passive candidates.

COLLEGE DIRECTORIES & REFERRALS

Leveraged management school directories and alumni references to tap into exclusive talent pools.

TARGET COMPANY BENCHMARKING

Mapped and engaged professionals from leading target organizations recognized for SAP excellence and operational transformation.



Outcome

Through focused execution and continuous collaboration with the client, Spectrum Consultants successfully:

- **Closed 20 high-impact SAP positions** across technical and functional domains
- **Achieved diversity target** across all hires
- Helped the **client strengthen its SAP Center of Excellence** to support global enterprise transformation.

Impact

- This engagement **empowered the client** to accelerate digital transformation, streamline SAP-led business operations and build a robust internal capability center.
- It also **enhanced confidence among global peers to outsource** more strategic and technology-driven work to India, recognizing the quality and capability of the newly established SAP leadership team.

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*For **Spectrum Consultants**, **this project** reaffirmed our strength in leadership hiring for technology-led transformation roles, combining strategic research with precision talent delivery.*

SPECTRUM CONSULTANTS

Empowering Global Enterprises Through Intelligent Talent Solutions since 1995

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30+	20,000+	50+	10 : 1
YEARS OF EXCELLENCE	CAREERS SHAPED	TOP GLOBAL CLIENTS	RESUME-TO-OFFER RATIO

About Us

For over 30 years, Spectrum Consultants has been a pioneer in recruitment, executive search, and cross-border workforce hosting. Headquartered in Bangalore, India, we bridge the gap between global enterprise goals and local execution, delivering agile, compliant, and cost-effective talent ecosystems for Fortune 500s, high-growth tech firms, and global innovators.

Our Services

Executive Search & C-Suite Hiring

Specialized headhunting for mission-critical roles (CXOs, VPs, Directors, Country Heads) backed by rigorous talent-mapping and discretion.

Permanent & Contingent Staffing

End-to-end recruitment across tech, engineering, and digital marketing functions. Flexible contract staffing with dedicated account SPOCs.

Employer on Record (EOR) & HR Hosting

Build high-performing teams in India without incorporating a legal entity. Complete payroll, statutory compliance, benefits, IT asset provisioning, and local governance.

AI & Prompt Engineers Hiring

Specialized squads for next-gen AI/LLM engineers, semiconductor talent, and curated campus recruitment drives from India's premier technical institutions.