

# Kelly® discovers an exceptional candidate

As a candidate search becomes difficult, a major oil and gas company calls on Kelly Financial Resources® for recruitment expertise

## The Challenge

A large oil and gas company needed a Los Angeles, California-based capital accounting manager to work on capital projects for refinery construction. The company required a candidate with a high level of experience, plus a thorough understanding of the construction industry. In Los Angeles, this combination of skills is very rare, and the client was hard-pressed to find quality candidates. But, it also knew that it couldn't settle for an under-qualified candidate; a mistake on the part of a capital accounting manager could result in a budgeting crisis for the company.

## The Solution

A Kelly recruiter put the word out to her vast network and that same day, she found just the right candidate. This candidate was employed by the client's competitor, but she quickly became interested when she learned that the position would offer better work hours, overtime pay, and additional responsibility.

## The Result

The Kelly candidate was hired, and her work on behalf of the client helped to put her project at least one month ahead of schedule. Due to her excellent performance, she was given the opportunity to work on several domestic and international site projects. And, her work has proven instrumental in orchestrating budgets, actual costs, forecasting, and planning for the company's expansion.

To discover how Kelly Financial Resources can help you meet your business goals, call your local Kelly branch or visit [kellyfinance.com](http://kellyfinance.com) today.

### Results at a Glance

#### CHALLENGE

- Locate a talented employee despite limited candidate pools
- Identify a recruiting partner with access to scarce talent

#### SOLUTION

- Uncovered and recruited top talent away from a competitor
- Won candidate over with better hours, pay, and responsibility

#### RESULT

- High-performing employee lent expertise to global projects
- Put projects ahead of schedule and kept budgets in order