

CASE STUDY

A SCENT-SATIONAL PLACEMENT IN FRAGRANCE DESIGN

THE CLIENT

A family-owned fragrance company develops custom fragrances that are found in everyday items such as cleaners, cosmetics, and more.

THE ROLE

The Senior Scent Design Manager would drive creative fragrance development for consumer products. This was a very niche role, and the client was looking for someone with several years of experience in scent design and knowledge of fragrance families.

THE CHALLENGE

Because the role was so niche, the candidate pool was shallow, but the client understood and expected this. However, the client was located in an area where many of these candidates were not. Our client runs a budget-friendly business, but needed top-talent. The role needed to be positioned competitively to entice candidates to relocate.

HOW #TWICEASNICE PARTNERED

This was the fourth placement #twiceasnice did for this client. We understood their business and who they wanted on their team. Immediately deploying our industry-best practices, we launched a nationwide search. #twiceasnice helped reassess the expected salary, providing evidence to raise it, to help bring in more qualified candidates.

#TWICEASNICE RESULTS

Outreach (vs ads) generated real impact for this search: 75% of the candidates interviewed for this role were a result of cold outreach by #twiceasnice. Out of dozens of candidates, four matched the client's expectations. On day 25 the winning candidate was submitted and given an offer on day 77.

WE'D LIKE TO PARTNER WITH YOU

We help our clients save money and hire better with our custom-built searches, 9.9% fee, and 18-month guarantee. If you need to find a partner to work on your searches, contact us.

From the Client Manager

"This is our fourth placement with this client, and it is always a pleasure to work with them."

Kristina Leege
Client Manager



Region
South



Industry
Chemical Manufacturing



Role
Sr. Scent Design Manager



#twiceasnice Savings
\$15,840



Placement Guarantee
18-months