



# TYGES®

Industrial Business Unit

Executive and Professional Search Firm

March 20, 2015

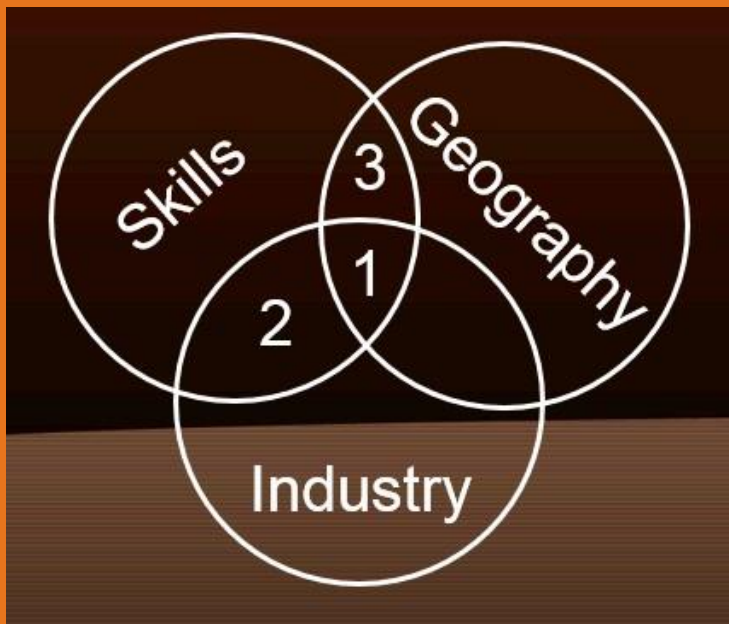
## MARCH 2015

LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL BUSINESS UNIT

### The Trifecta

By: Steve Sanders - VP/GM of Industrial Practice

Recruiters spend a lot of time working to find that perfect person who fits a very narrow set of criteria and has the intangibles that make them a good fit with the client. I'm constantly evaluating people based on their work experience, industry experience, location preferences and a host of other things that may or may not be evident by a simple resume perusal. I remember seeing this chart in a presentation a while back and I even drew a little picture of it in my notebook that I have hanging on the wall in my office. Many times when I am debating whether someone's level of fit to a particular position I find myself using this criteria as a guide. I call it The Trifecta.



### Industrial Team

Steve Sanders  
**VP/GM of Industrial Practice**  
Direct Line: (757) 208-7038  
Email: [steve.sanders@tyges.com](mailto:steve.sanders@tyges.com)

Bill Downing  
**Executive Recruiter**  
Direct Line: (757) 208-7228  
Email: [bill.downing@tyges.com](mailto:bill.downing@tyges.com)

Paul Horn  
**Executive Recruiter**  
Direct Line: (757) 208-7224  
Email: [paul.horn@tyges.com](mailto:paul.horn@tyges.com)

[Join Our Mailing List!](#)

Stay Connected



The Trifecta is a Venn Diagram that describes, in very simple, terms the level of fit that a particular person may or may not possess when it comes to a position I am recruiting. Let me break it down for you. There are 3 circles here that each represent some attributes for the particular candidate or job. Skills, Geography & Industry. Skills represent the required experience or skillset that this person must have to be qualified for the role. This might be Education, Experiential or even Knowledge based skills. An example might be someone who has led a lean transformation from the corporate level.

Geography is pretty straightforward. It essentially means that the person or job where the role is located is a good fit. Ideally this would be local and within commuting distance but it could also be in a place that is highly desirable for some reason. Maybe it is a virtual role. The final circle is Industry. In the ideal situation the individual or position fits well with the industry background.

Now comes the scoring part of the diagram. As you can see, there are numbers 1, 2, and 3 on the chart. 3 represents a fit for both skills & geography but not industry. This is the least desirable situation as the person might be a good fit based on experience and they are in the right place but they lack experience in that industry. We can't change this because the person either has it or they don't. 2 represents a fit for both skills and industry. This is better than 3 because we can do something to change this. We can relocate the individual to the location where the job needs them to be. 1 is The Trifecta. The individual has the skills, industry experience and is located in the right geography. This is what we are looking for in the perfect world.

What does this mean for you as a Job Seeker or Hiring Authority? As a Job Seeker, try to find positions where you meet The Trifecta. This means that you are local, meet the skills requirements and also have experience in the industry. In the popular vernacular this is a "no brainer" for the person who receives your resume. You'll get an interview, which is what you are after. As a Hiring Authority, this means that you are screening for skills, industry & geography as you scan resumes and talk with potential candidates. Clearly those who bring The Trifecta are your ideal fit and you can focus on confirming that the cultural fit is there as well.

## ACTIVE JOB OPENINGS:

- General Manager - Dallas, TX (responsible for leading a distribution/OEM business focused on sanitary equipment)
- General Manager/Plant Manager - Buffalo, NY (responsible for leading an OEM business focused on engineer to order/make to order industrial equipment)
- Human Resources Generalist - Philadelphia, PA (responsible for corporate recruitment effort)
- Electrical Engineer - Chicago area (responsible for product development in Electric Motors/Rotary Actuators)
- General Manager - Southeast (responsible for lean transformation for a low volume/high mix manufacturer)
- Strategic Buyer - Mid-Atlantic (responsible for coordinating global commodity agreements within a group of US manufacturing sites)

**Please note:** I want to direct you to a blog that our firm started the first of 2014: [www.reinventingrecruiting.com](http://www.reinventingrecruiting.com). It deals with a multitude of topics and I encourage you to follow it and make comments or ask questions. Please check the blog out and follow us to receive some great content and give you the ability to actively interact with discussions.

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at [lori.padgett@tyges.com](mailto:lori.padgett@tyges.com). We look forward to working with you in the future.

TYGES International  
5400 Discovery Park Blvd., Suite 201  
Williamsburg, VA 23188  
855-TYGES77

*Connecting Great People with Great Companies*

Copyright © 2012. All Rights Reserved.