

CASE STUDY

STRATEGIC SAP CONTRACTOR TRANSFORMS PROJECT DELIVERY FOR OVERWHELMED MANUFACTURER

EMERALD RESOURCE GROUP ACCELERATES PROJECT DELIVERY FOR MID-SIZED MANUFACTURER

Facing urgent project demands and internal bandwidth issues, a mid-sized manufacturer turned to Emerald Resource Group to fill a critical SAP project management role. Leveraging an existing relationship, the recruiter placed a proven contractor who immediately streamlined delivery and enhanced team performance.

"They were drowning in work and couldn't even spare time to interview. We advised them to focus on hiring just one key contributor instead of delaying a full team buildout. Once we plugged in someone we trusted—an experienced SAP project manager—they saw immediate relief and results. Sometimes, one strategic hire can unblock the entire organization."



MARK KRUSINSKI JR.
Senior Executive
Recruiter

Executive Summary

An industrial manufacturer needed immediate support for multiple SAP-related projects but lacked time and internal capacity to hire. Emerald Resource Group deployed a known contractor with industry-specific experience, enabling rapid execution and cross-team coaching.

Client Challenges

- Too busy to focus on recruiting, screening, or onboarding any new hires
- Multiple stalled IT initiatives due to limited internal project bandwidth
- Required hands-on SAP project management experience tailored to their systems
- Needed hybrid presence—only considering local candidates with on-site availability
- Preferred a contractor engagement rather than committing to a full-time hire

Industry

Operating in the chemical manufacturing sector, the client produces a wide range of sealants, coatings, and lubricants used in both industrial machinery and consumer-facing products. Recruiting in this niche is especially complex due to the need for SAP professionals with sector-specific expertise, familiarity with hybrid work expectations, and an understanding of quality and regulatory standards. When hiring impacts project timelines directly, speed and precision in the recruitment process are essential.



Approach

Emerald Resource Group placed a trusted contractor from its existing network—an individual they had previously vetted and successfully placed in comparable SAP project leadership roles. Their established local presence enabled a fast, low-friction hiring process that bypassed traditional timelines while ensuring cultural fit, technical alignment, and immediate impact.

Outcome

The contractor quickly assumed ownership of several key IT projects, relieving the internal PMO and improving execution timelines. Additionally, the hire brought valuable coaching capabilities that elevated cross-functional team performance.

- Freed up the PMO by managing multiple SAP projects simultaneously
- Enabled agile coaching across IT teams to improve delivery
- Delivered high-value impact without long onboarding

This strategic hire allowed the client to break free from operational gridlock. By investing in one key resource, they gained both bandwidth and leadership.

The decision to bring on a contractor through Emerald Resource Group ultimately saved time, ensured delivery continuity, and gave internal leaders space to focus on long-term priorities.

Highlights

- **Search Duration:**
Fast-tracked via prior relationship—no full-cycle search needed
- **Candidates Presented:**
One trusted contractor with specific SAP project expertise
- **Engagement Type:**
Independent contractor through personal LLC with liability coverage
- **Onboarding Time:**
Immediate start, minimal ramp-up due to past collaboration and hybrid fit
- **Cultural Fit:**
Pre-established alignment ensured smooth integration with team



About Emerald Resource Group

Emerald Resource Group specializes in connecting companies with exceptional IT talent. With over 30 years of experience, they focus on industries like software development, data analytics, cybersecurity, and infrastructure engineering. Emerald offers tailored solutions, including direct hire, contract, and RPO services, to help businesses thrive. Known for their commitment to quality and innovation, Emerald delivers talent acquisition strategies that align with clients' goals and drive long-term success.

www.emeraldresourcegroup.com