



# Success Story:

Supporting Sexing Technologies<sup>®</sup> as  
their Trusted Recruitment Partner

# INTRODUCTION

Sexing Technologies® is a company that specializes in livestock reproductive technologies and genetics for livestock and animal agriculture. They are known for their work in the field of animal genetics, particularly in the area of sexed semen technology. They provide advanced reproductive services and technologies for various livestock species, such as artificial insemination, embryo transfer, and genomic selection.

Sexing Technologies® works with various species including cattle, swine, goats and sheep. They have been involved in developing and providing innovation solutions for improving livestock genetics and reproduction, which, in turn, can lead to more productive and efficient breeding programmes. Their focus is not only to improve the genetics of the livestock but, to also optimise their breeding programs through advanced technologies such as artificial insemination, embryo transfer amongst other methods designed to improve genetic quality and productivity of livestock populations.

# THE CHALLENGE

Having already identified the need for high-calibre Laboratory Technicians to work within their laboratories in Ireland and abroad, the onus was placed on Clark Recruitment to deliver a streamlined, service-orientated recruitment process and to ensure that this process aligns with their expectations and their specific needs.

The first step in speaking to any client about their recruitment needs is to gather essential information to fully understand the requirements and expectation of the laboratory technician positions they are looking to fill. By actively listening to the



client, our team got to understand their goals, challenges and specific requirements. Our recruitment experts ensured to ask open ended questions on topics such as the primary responsibility of the Laboratory Technician, the specific skills / qualifications required for the position, the team dynamic and most importantly - the timeline for filling this position. In doing so, we built trust and rapport with the client, while getting an understanding of the company culture and openly discussing any challenges and concerns.

## **THE PROCESS**

The initial conversation with Sexing Technologies® was an opportunity for Clark to build trust, understand the clients needs and to showcase how our relevant expertise could help solve their challenge. By actively listening and asking insightful questions, our consultants were better equipped to offer tailored solutions to meet the clients specific recruitment needs, and to understand the traits which would best fit in the role and company.

To help set mutual expectations from the engagement, Clark outlined our recruitment process, highlighting the steps and methods which would be used to source candidates, conduct assessments and project manage the overall recruitment journey. Our consultants then followed up on the in-person conversation with an email outlining the proposal and service fees, negotiated by both parties. Once the terms were agreed with the client, the recruitment project commenced via organic and paid advertising.

Next, our recruitment consultants proactively reviewed new applications to find those who closely matched the job specifications, shortlisting those applicants for the position. This preliminary evaluation takes into account elements including credentials, experience, and pertinent skills. The shortlisted candidates are then chosen for an interview and a psychometric evaluation, which is intended to determine each person's suitability for the role. The goal of these processes are to select a small group of candidates who have good



potential to meet the requirements of the position. In the end, the shortlisting procedure aids in identifying the most qualified individuals who will move on to later phases of the selection process.

## THE OUTCOME

Using Clark Recruitment as their recruitment agency of choice has had many benefits for Sexing Technologies®. Due to the nature of their work, candidates with technical skills and relevant experience can be difficult to source for these roles. Not only have Clark successfully placed candidates in these roles, but in doing so it has also allowed our consultants to develop a deep understanding of the specialized skill set required for these laboratory roles. Through this process, we've also developed an extensive network of candidates with relevant scientific backgrounds, ensuring a larger talent pool for future or similar job opportunities.

By using Clark as a trusted partner, Sexing Technologies® benefited from having our consultants bear the responsibility of taking the time to screen candidates, ensuring that they had the necessary qualifications and certifications. Our consultants streamlined the clients' hiring process, saving them valuable time and effort in sourcing, screening and initial interviewing. Most importantly, by using Clark, the client can ensure that they are dealing with someone who has knowledge of industry trends, and a vendor who utilises a personalised and dedicated approach to ensure only those who are well suited to the laboratory demands were placed in those roles.

***At Clark, we take pride in delivering high-quality services that are tailored to meet the unique needs of every client. Whether you're a job seeker looking for your next opportunity or an employer seeking top talent, our Recruitment & Selection service can help. Contact us on [hello@clark.ie](mailto:hello@clark.ie) or call 045 881 888.***





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[www.clark.ie](http://www.clark.ie)



[hello@clark.ie](mailto:hello@clark.ie)



045 881 888



The Atrium, John's  
Lane, Naas East,  
Naas, Co. Kildare,  
W91 YA2W.

