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The Heat Tracing Specialists[®]



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Sigma Match saves Thermon significant time and effort by sourcing and thoroughly prescreening highly qualified candidates for its IT team.

As organizations begin to expand their IT departments to meet increasing demands, top-notch IT talent becomes more difficult to locate. Organizations must devote significant time and resources sorting through dozens of applicants to find candidates with the right mix of skills and experience in key technical specialties. Thermon was facing that challenge.

Thermon is a global organization focused on heat tracing, the external application of heat to pipes, tanks and instrumentation. The company manufactures and sells heating cables, heat transfer compounds, steam tracers, tank and hopper heaters, and instrument tubing bundles designed to prevent freezing, sustain temperature and maintain the viscosity of a material flowing through a pipe. Based in San Marcos, Texas, Thermon has approximately 19 locations in 13 countries.

Thermon is in the process of unifying its geographically dispersed IT organization through process standardization and the development of a shared services model. IT Director Steve Shearer, who is relatively new to Thermon, is seeking to add IT staff in the company's San Marcos headquarters as part of this initiative. Given the fast pace of the environment and Thermon's rapid growth, Shearer needed a strong partner to aid in his hiring decisions. Shearer chose Sigma Match.

"I was introduced to Sigma Match by a professional acquaintance," he said. "I had been going down the usual path, working with traditional staffing firms and recruiters. My colleague was familiar with Sigma Match and recommended their services."

A Different Approach

Sigma Match is an organizational resourcing service that gives customers rapid, on-demand access to experts in a wide range of IT disciplines. Sigma Match goes beyond traditional staff augmentation to provide skilled personnel who can be effective from day one. Sigma's subject-matter experts use a proven, documented and trademarked process to assess each candidate's expertise. Sigma also matches each candidate to important intangibles specific to the customer's organization.

Shearer's first need was for a business intelligence specialist on either a contract-to-hire or direct-placement basis. Sigma Match sourced and prescreened more than 50 candidates in order to identify and present two finalists to Thermon.

"We didn't go through all the normal formalities. We just explained our needs, and Sigma Match was very flexible," said Shearer. "They gave us several options and were willing to step up and do whatever they could to help Thermon.

"Ultimately, Sigma Match located a great direct hire for the business intelligence role. The individual came in and hit the ground running, and has been very successful."

Real Benefits

Shearer says that Sigma's prescreening process saved him a great deal of time. Few staffing firms have the resources to thoroughly vet each candidate's technical skills. Sigma, in contrast, does much of the legwork, enabling Thermon to interview the most highly qualified candidates.

Sigma's prescreening process was a tremendous value to Thermon. Traditional staffing firms always want to help out, but they just don't have the staff to really review and work through the talent pool. As a result, a lot of that effort is put back on the hiring company. Sigma Match has qualified recruiters who take the time to screen and work through the plethora of candidates.

That is one of the key benefits of partnering with Sigma Match, particularly with regard to the technical roles Thermon needed to fill. By working with Sigma Match, Shearer was able to shorten the hiring cycle and focus on building an outstanding IT team.