

AdeptTalent

ENGINEERING PACKAGING EXPERTISE

Manage Resource Shortages and Increase Flexibility

Contract Packaging Engineers

An Adept Packaging White Paper

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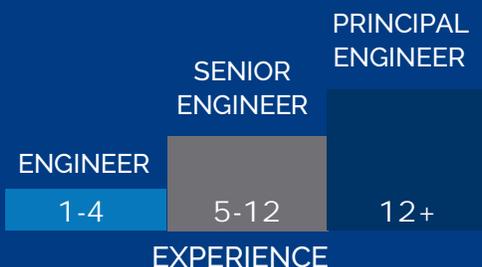
Definition:

A Contract Packaging Engineer is a professional employed by an agency and contracted to a client. They carry out the general responsibilities of a Packaging Engineer on behalf of, and under the supervision of the client.

Three important attributes of a Contract Packaging Engineer are expertise, education and experience.

Expertise- proficiency in a range of packaging materials, components, processes and technologies.

Education- degrees in Packaging Science, Packaging Engineering or related technical disciplines like Material Science, Mechanical



With the volatility packaging departments experience as a result of new product launches, updated regulations, or new company initiatives, finding and maintaining the right packaging resources is always a challenge.

Often as challenges arise, ranging from insufficient resources, to limited skill set or time constraint, team leads will need to evaluate options to overcome their specific obstacles. Since often the resource needs will depend on the volume and expertise needed per project, hiring additional full-time associates isn't an adequate solution.

Many companies are relying on the expertise and manpower of contract packaging engineers to increase productivity for a defined duration.

Contactors: A Credible Option

In a [2018 poll](#), NPR noted that to date, 1 in 5 jobs in America is held by a contract worker, a number which may reach 50% in the next decade.

This number is expected to continue to rise due to the millennial preference for flexibility and the obvious benefit to employers.

Driven by a confluence of economic, demographic and talent management strategies, the use of contractors is expanding to job functions where it was not used previously. Many professional technical jobs like Packaging Engineering are leveraging a contract workforce as a standard tool for talent management.

Employers have the flexibility to manage the available skill set and size of workforce to match the changing demands. In a dynamic field, contractors provide the adaptability necessary to bend and flex their workforce wherever the need arises.

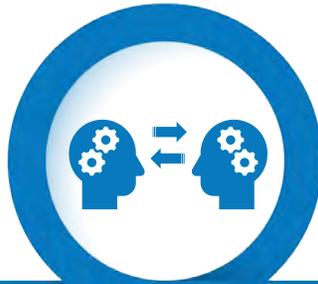
Benefits of Partnering with a Company Specializing in Contract Packaging Engineers

As this trend continues and companies turn to staffing agencies to fulfill unique needs, they have the option of choosing a general staffing agency or a company that specializes in staffing for their specific industry.

In high-demand specialties such as Packaging Engineering, general or blended staffing agencies produce a large pool of applicants with a less refined skill set. This may work to fill general resource gaps, but often results in poor results when searching for a specific skillset. Without domain knowledge, general staffing companies are ill-equipped to assess a candidate's capability beyond the presence of keywords in their profiles and resumes. This often results in subpar project results, dissatisfied clients and unmet goals.

Utilizing a company that specializes in Packaging Engineering has unique benefits. Empowered with domain knowledge and a broad and vetted network of professionals, the contractors recommended to clients tend to be well aligned with the technical requirements, organizational navigation proficiency and cultural fit of the hiring company. These candidates with well-matched technical and soft skills not only contribute to meeting the client's goals and objectives, but also often transfer valuable knowledge.

Utilizing a company that specializes in Contracting Packaging Engineers provides:



Domain Expertise

- Technical Understanding of:
 - Function
 - Material
 - Components
 - Processes
 - Cultural expectations
- Ability to screen capabilities



Knowledge Transfer

- A learning environment for hiring company
- Varied areas of domain expertise
- Wealth/Depth of knowledge and experience



Reliable, Quick Results

- Previously vetted pool of contract packaging engineers
- Broad network of packaging engineers

These benefits position companies that specialize in staffing for packaging positions to provide better quality candidates, resulting in reduced risk and a higher probability of a successful placement.

Minimize Risk

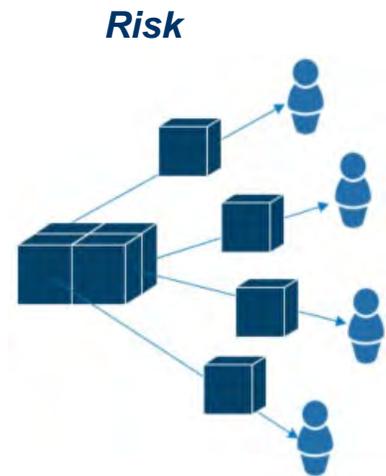
Hiring a packaging engineer from a specialized Packaging Engineering company comes with the additional benefit of risk minimization. Companies that specialize in providing packaging engineers have a number of internal programs and systems in place to lower and manage the risk of a placement not meeting expectations. These individual elements aggregate into a larger service delivery framework that enables the staffing agency to consistently deliver a quality experience for their clients.

Absorb client budget volatility by aggregating risk

A basic service delivery model for specialized staffing includes managerial oversight, technical support, a training program and performance management. These elements empower the client and the contract employee with the fundamental tools and support to fulfill their professional, technical and personal needs.

Flexibility is another key benefit of hiring Contract Packaging Engineers that considerably reduces risk. As budgets tend to shift during the course of a company's commitment to a contractor, a specialized staffing company has the ability to support these unforeseen decreases or increases in staffing levels.

A general staffing company cannot support a client's changing budget needs mid-contract without adversely affecting the Contract Packaging Engineer. A Packaging Engineering company can absorb the volatility of individual clients by aggregating individual fluctuations across a multitude of clients and across a team of 50 or more Packaging Engineers.



Lowering Client Obligations

Utilizing a Packaging Engineering staffing company can also help to rightsize the Clients financial obligation to match their needs and enabling the company to extract the most value out of every dollar spent.



In the Packaging Engineering field, many demands that arise are project-based and require intermittent support of a specialized skill set and an ebb and flow of team size for the different project phases. As projects are time-sensitive and time-limited, a temporary team with capabilities tailored to the project phases reduces training time, increases flexibility and reduces overall financial commitment.

Partnering with Packaging Engineering Specialists

All companies that have a hand in staffing will work to provide substantial results for their clients. The critical element that determines whether a placement is successful is the satisfaction of the client. Adept Talent is uniquely positioned, being owned, operated and recruited by packaging engineers. Our deep technical competence, expansive global network, and pipeline of subject matter experts allows us to source the right candidate, quickly.

We've built a packaging pipeline of resources throughout the US and in Europe with skill sets designed to facilitate growth, spearhead new technology, enable compliance, and conquer complications throughout your packaging department. Whether you require knowledge of packaging materials or business processes, our agile team can provide additional resources, specific expertise, or a complete packaging department, right when you need it.

Discover why 8 of the top 10 global pharmaceutical companies and 7 of the top 10 food, beverage, and CPG companies trust us to find the right talent for their teams.

As the need arises, depend on Adept Talent's expertise to understand your needs and provide pertinent and timely resources to achieve your goals. <https://adeptpackaging.com/adept-talent/>

Sources:

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