

# THE RIGHT PLACE AT THE RIGHT TIME

CLIENT STORIES – ACHIEVING SUCCESS WITH HAYS

When searching for a new corporate lawyer, MKM Mansfelder Kupfer und Messing GmbH relied on advice supplied by Hays – and benefited twice from their expertise.



## THE TASK

Experienced lawyer wanted

MKM is one of Europe's leading manufacturers of copper and copper alloy primary and semi-finished products. Employing 1,200 staff, the company supplies more than 1,000 customers in around 60 countries from its base of operations in the town of Hettstedt in Saxony-Anhalt, Germany. MKM was looking for a highly qualified lawyer who was not only be well positioned in both law and business, but also was able to perform confidently on the international stage.



## THE SEARCH

Success – Our optimised tendering process

Mario Straßberger, a partner in a law firm, responded to a job advertisement designed and placed by Hays. „That ad really hit home with me,“ Straßberger recalls. After seven years at the firm, this fully qualified corporate lawyer was ready for a professional change. „I had always been curious about what it was like to work in a corporate environment,“ says Straßberger. That's why he decided to apply for the advertised position through Hays. He also liked the location of his potential new employer, because this highly qualified specialist wanted to stay in the same region and consciously do something that would benefit his local area.



„Hays gives applicants and companies the feeling they are always there when they need them“

**Mario Straßberger,**  
Human Resources Manager,  
MKM Mansfelder Kupfer  
und Messing GmbH



### THE APPLICATION

Requirements – Perfectly fulfilled

And then everything went off without a hitch: After the Hays recruiter responsible for this position suggested Mario Straßberger to MKM at the beginning of July, a telephone interview followed between Straßberger and the HR manager as well as two job interviews with company management. In mid-August, everything was completed and Mario signed his new employment contract. And what initially looked to be a good fit turned out to be just that: MKM management agreed that Mario perfectly fulfilled their requirements for the position.



### THE MAIN POINTS

Detailed research pays off

Hays had performed detailed research at MKM about which key qualifications the new in-house lawyer had to have in the run-up to filling this vacancy. And their findings were clear: MKM were looking for a generalist who could think outside the box and tackle daily tasks quickly and pragmatically. Someone who was willing to roll up their sleeves and get stuck in. And fortunately, that's just what Mario Straßberger brought to the team. Because this enabled him to immediately assume his tasks without the need for a protracted induction period. „It was a real jump into the deep end. But thanks to Hays I had already received a number of insights into the company and what was expected of me. That made getting started immensely easier,“ he says.



### THE APPOINTMENT

Perfect all-rounder for a variety of tasks

Today, this in-house counsel at MKM attends to all legal issues – from contract and labour law through to commercial law. He represents MKM in court and advises foreign companies on a wide variety of legal issues. And that's not all: Just two months after joining MKM, Mario Straßberger also took on the position of Personnel Manager. „My additional qualification as a commercial lawyer with a focus on personnel management was certainly an advantage,“ he reports. Putting the legal and human resources departments in the hands of Mario Straßberger has certainly paid off directly for MKM. The company now benefits from faster processes and more efficient procedures.

### CONCLUSION

„The recruitment process was excellently prepared and well thought-out by Hays,“ says MKM lawyer Mario Straßberger. This is an important reason why he and his new employer were able to find each other so easily. And even after the initial application phase, the 31-year-old continued to feel well looked after and in good hands. „Hays works very sustainably. Even during my onboarding phase I had very close and personal communication with my Hays contact“, Mario emphasises. And that close relationship still continues today. „Hays gives applicants and companies the feeling they are always there when they need them“, says Mario, praising the Hays recruitment process. And in his new role as Head of Human Resources, he says he will definitely be coming back to Hays in the future.