



A BRADLEY-MORRIS CASE STUDY



COMPANY PROFILE:

Since 1989, Callidus Technologies, L.L.C. has been in the business of designing and fabricating burners, flares, gas and liquid incinerators, and vapor combustion units for the refining, petrochemical and pharmaceutical industries. Based in Tulsa, Oklahoma, they provide engineering and consulting services for environmental and combustion applications around the world. They are currently represented throughout North America, the Far East, the Middle East, Eastern and Western Europe, and South America with sales offices in London, Shanghai and Tokyo. Additionally, Callidus has manufacturing facilities in Beggs, Oklahoma and Shanghai, China.





THE CHALLENGE

Callidus found itself experiencing a high-growth period, due in part to a demanding energy market as well as increased environmental awareness and legislation. While it is a technology-based firm, it seeks employees to fill a whole spectrum of positions within engineering, sales, project management, manufacturing and purchasing. The technical skills that are required to work in this niche industry are often difficult to find as the specific competencies, aptitude and drive are not typically taught in schools.

Adaptability is important as well: An employee at Callidus may work on cradle-to-grave projects during one portion of the work day, and sell customized engineering equipment to international customers in Russia, China, Mexico, Brazil or Nigeria in the next portion.

THE SOLUTION

Callidus has adopted the strategy of targeting skilled, accomplished job seekers who fit the company's culture. Experience has shown them that, from executive level management to individual contributors, transitioning military personnel fit this mold. To this end, they have partnered with Bradley-Morris, Inc. (BMI), the largest military-focused placement firm in the U.S., to assist them in accessing and on-boarding candidates offering the character, skills and initiative the company actively seeks out.

THE RESULT

The partnership between BMI and Callidus has been very successful. To date, Callidus has hired more than 25 BMI candidates. Many have been promoted through the ranks including upper level project engineering managers, sales directors, senior design engineers and the Oklahoma factory manager.



"Bradley-Morris is helping to build Callidus. That's a fact."
Says CEO Bill Bartlett