

# Workforce Spotlight: Ropella Group

**I**n a highly competitive workforce, the recruiting industry is a battlefield where employers fight for the nation's finest.

The executive recruiting industry in particular has become more scrupulous in its hiring processes. "Employers are becoming more and more selective on who they hire, which is requiring us to work even harder to ensure they make the right hire," said Harry LeBoeuf, president and chief administrative officer of the leadership transformation team at Ropella Group, a recruiting and consulting firm specializing in the chemical and allied industries.

LeBoeuf said employers used to be more accepting of candidates who met the minimum requirements for the position. Now, they want to hire the best of the best. For people in the recruiting workforce, this means heavy reinforcement is needed when considering a candidate for a client's more demanding requirements.

"For our people to be able to meet these more intensive employers' needs, we have had to get our recruiters back to



basics and reinforce doing due diligence in each and every candidate we source so that the best candidate is selected," said LeBoeuf.

At Ropella Group, the company has developed something called the SMART Search System, a system that allows recruiters to find the best match for a client. "Our quality control is off the chart because of our unique process," said Ropella Group Executive Search President Robbie Ropella.

"Once we find that a new hire fits into the culture of our organization, we continue to invest in them, because our most powerful asset is developed people," she said. The culture and corporate values at Ropella Group are Christ-centered, team oriented and driven for excellence. So when considering a candidate, the company is assessing whether the person can easily assimilate into this unique culture. "We can train them to do their jobs, but we can't train people to have the same moral and belief systems we have," said LeBoeuf. "Those need to come from within a person."

At the same token, LeBoeuf said educators and government leaders should teach the importance of ethics and lead by example. This includes cultivating the values of honesty, integrity, commitment and a desire to continuously improve.

"Others can help us by teaching and instilling the values which have made this country great, and are often forgotten," he said.

## About Ropella Group

- In business for more than 30 years.
- Has headquarters in Milton, with satellite offices in Wisconsin, Texas and throughout Florida.
- Utilizes SMART Search System offering customized, three-stage process for finding and recruiting experienced employees with highly specialized skills.
- Look for career opportunities at [www.ropella.com](http://www.ropella.com).

Does your business need professional PDFs in your application or on your website? Try the About this series Workforce development is on the mind of every major Northwest Florida employer, as well as government and education leaders. Our community is poised for potentially rapid changes in the skill sets needed to compete for companies who may consider investing here. As our region positions itself for potential growth, the News Journal is examining how local companies and industries are meeting new demands, how they're training their workforces, what skills they seek in hiring and other workforce issues.

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Patrick Ropella is Chairman & CEO of the Ropella Group an international Executive Search, Leadership Transformation, and Corporate Consulting firm. He authored the book and web-based training program, *The Right Hire – Mastering the Art of SMART Talent Management*, and has seen his content featured in many trade magazines, business publications, and industry journals. Patrick regularly speaks at webinars, career fairs, and conferences.