

# Atlantic Research Technologies' Recruitment in the Chemicals, Metals, Plastics & Advanced Materials Sectors

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Atlantic Research Technologies (ART) has provided executive search and management recruitment expertise in the **Chemicals, Metals, Plastics, and Advanced Materials** sectors since its founding in 1987. The firm's work in this vertical focuses on identifying senior-level leadership and strategic managers for global corporations, mid-sized firms, and fast-growing small and medium-sized enterprises (SMEs) involved in the synthesis, processing, and application of complex materials.

## Sector and Technical Specialization

ART's expertise spans the entire materials value chain, categorized into four primary technical sub-sectors:

- **Chemicals:** This sector covers organic and inorganic compounds used as raw materials, intermediates, or functional additives. Sub-categories include basic and commodity chemicals (caustic soda, sulfuric acid), petrochemicals and monomers, polymers and resins, specialty and fine chemicals (catalysts, pharmaceutical intermediates), industrial gases, and solvents/additives.
- **Metals:** Recruitment for elemental metals and alloys processed into forms for structural, conductive, or reactive use. Expertise includes ferrous metals (carbon steel, stainless, cast iron), non-ferrous metals (aluminum, copper, zinc, lead, tin), and high-performance alloys such as nickel-based superalloys and refractory metals.
- **Plastics & Polymers:** A significant practice area covering resins, rubber, advanced polymers, and biodegradable technologies. ART specifically recruits for manufacturers of extruded plastics and thermoformed products, including those serving the automotive and consumer goods sectors.
- **Advanced Materials:** Focused on engineered materials with tailored properties, including composites (CFRP, GFRP), ceramics and refractories (alumina, zirconia, silicon carbide), functional coatings (anti-corrosion, self-healing), smart materials (shape memory alloys), and biomaterials (PLA, collagen scaffolds).

## Functional Recruitment Scope

The firm identifies and evaluates candidates across the primary departments necessary for a materials company's success, typically at the CEO, VP, and Director levels:

- **Executive Leadership:** CEO, COO, CFO, President, Managing Director, and Country Manager roles.
- **Operational & Technical:** VP Manufacturing, Plant Manager, Quality Director, and heads of R&D, Engineering, and Supply Chain.
- **Commercial:** VP Sales, Marketing, and Business Development Directors with specific experience in global industrial and specialty markets.

## Sampling of Past Search Assignments

ART's track record in these sectors includes specific, high-impact placements:

- **President – Advanced Materials (Boston, MA):** A leadership role for a European advanced materials corporation, requiring an executive who could balance complex technology with aggressive business development.
- **CEO – Chemicals/Plastics (Seoul, Korea):** Recruiting a Korean General Manager with a background as a Director of Operations or Plant Manager for a biopolymer technology company.
- **Chief Operating Officer – Plastics (Houston, TX):** A search for a hands-on, detail-oriented leader for a major extruded plastics firm, emphasizing floor-level management and sustainable growth.
- **Sales Director – Adhesive Tape (US East Coast):** Sourcing a results-oriented, unbureaucratic leader for a major European manufacturer serving industrial and specialty tape markets.
- **Managing Director – Sensors (US Northeast):** Recruitment for a firm developing solid-state sensing films used in industrial, food and beverage, and life sciences sectors.

## Methodological Approach

A primary distinction of ART's work in these sectors is its total rejection of online advertising and AI-driven automated selection tools.<sup>4</sup> Consistent with its "search as an art" philosophy, ART headhunters—each with at least 10 years of senior-level experience—utilize human-centered "direct approach" headhunting to identify "passive" candidates currently excelling at a client's direct competitors.<sup>6</sup> This ensures that placements are

based on candidate excellence and cultural compatibility rather than mere availability on job boards.