

Case study

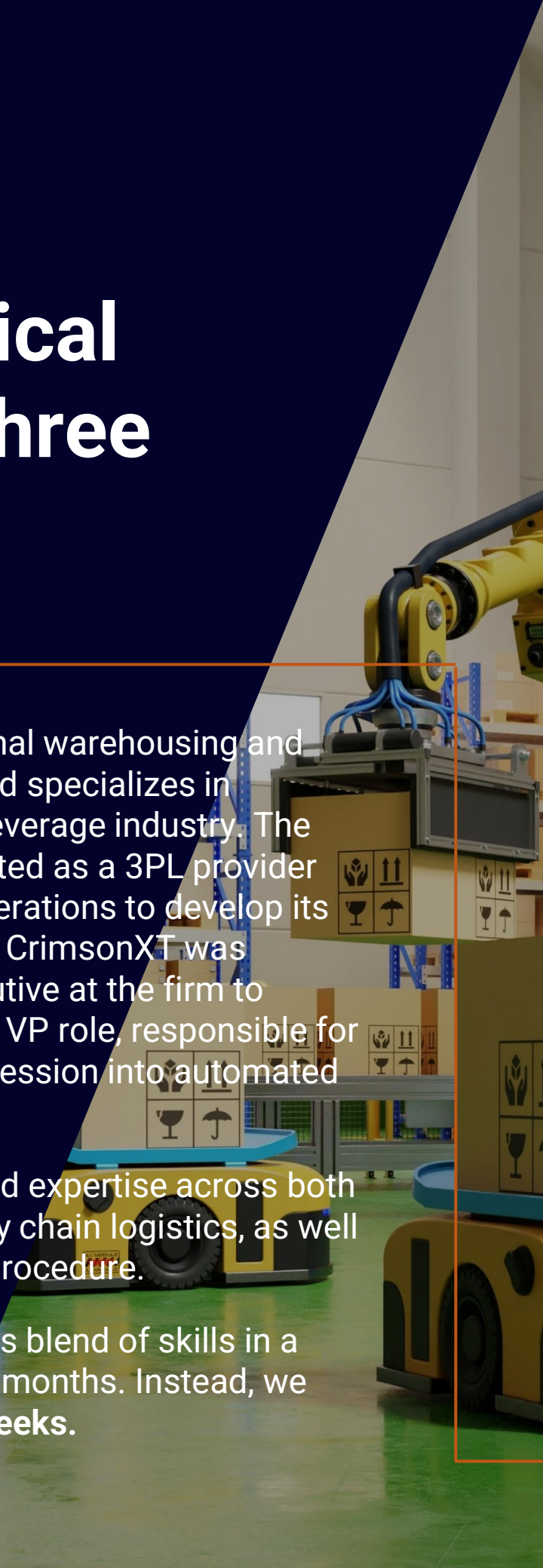
Hiring a new Business-critical executive in three weeks

The Challenge

Our client is a leading international warehousing and logistics firm based in the US and specializes in warehousing for the food and beverage industry. The company has traditionally operated as a 3PL provider but is currently expanding its operations to develop its warehouse automation offering. CrimsonXT was approached by an existing executive at the firm to support their search to fill a new VP role, responsible for leading the multinational's progression into automated warehousing.

The successful candidate needed expertise across both traditional and automated supply chain logistics, as well as the associated process and procedure.

The search for someone with this blend of skills in a scarce market could have taken months. Instead, we filled the position in just **three weeks**.





Our Solution

We invested time with our client's team to explore the firm's longer-term goals with regards to the transition, the implications of the vacancy, and the traits necessary in a successful candidate.

We began our search that same day, reaching out to our network of executives which yielded two candidates immediately. Over the next four days we undertook an industry-wide search, taking time with each potential candidate to properly explain the opportunity and the future of the role.

On day five we delivered a shortlist of five high-quality candidates alongside tailored market feedback about what prospective candidates were looking for and how this aligned to the rest of the market.

From here, we supported them through an expedited interview process, coaching candidates and acting as a go-between to alleviate any potential concerns and reduce the risk of drop-outs. From our initial shortlist of five, the company selected a shortlist of two, and went on to hire one of these candidates within a few short weeks...

Results

The chosen candidate is a highly technical, process and procedure-driven leader with extensive experience of both traditional and modern automation industries. We continued to work with him and our client's hiring team to smooth out the negotiation of the contract, start-date and onboarding. We took the time to read through his contract and meet with him to talk through any queries. This support increased his confidence in the move and all of this contributed to a positive, straightforward onboarding process.

Two months on and our candidate has seamlessly transitioned into the role, confidently leading the firm into this new phase. He has already created bespoke training plans to develop the company's existing Project Managers. His work has also freed up his peers time to focus on their primary responsibilities and enabled the company as a whole to progress this exciting transition into automation.

After a successful experience recruiting this role with CrimsonXT, the client has decided to pursue an exclusive, larger-scale partnership with us.

Looking for talent and executive search support?

Contact: info@crimsonxt.com