

CASE STUDY

LOGISTICS COMPANY DISCOVERS CONTINGENCY RECRUITING AGREEMENT WHICH PRODUCES GREAT CANDIDATES QUICKLY

Problem

A third-party logistics company was growing fast but couldn't find and hire enough great warehouse leadership talent swiftly enough to support its growth. As a result, the company overworked its employees yet still struggled to meet customer demands.

Result

Engaging Hire Dynamics in contingency search for its warehouse leadership and associate needs produced great candidates quickly, allowing the company to grow much faster in its local market.

Summary

A 3PL company was in major growth mode but couldn't find warehouse leadership and associate talent quickly enough to support that growth. As a result, the company struggled to meet client demands and overworked its current team members.

Challenge

The company at first thought it could find the talent it needed on its own, but due to the fact that the demand for 3PL warehouse associates and leadership has exploded in recent months, it

struggled to find great candidates quickly.

The company also was leery of having to pay traditional recruiting fees and feared the cost would overshadow any ROI it might enjoy in meeting client growth and demand.

Hire Dynamics' Solution

- We offered to conduct our searches on a contingency basis: the company would pay us no fee unless it hired the talent we found.
- We also helped company leadership understand – with industry data and local market research – how the ROI on their investment in recruiting with us would arrive far more quickly than they anticipated.

The Results

- We swiftly identified top talent for the company.
- We guided our client's hiring team members and our candidates efficiently through the hiring process: top candidates were selected and brought on board quickly.
- Producing great results swiftly allowed it to grow much faster in its local market, thus providing company leadership the robust ROI they sought.

BY PRODUCING GREAT RESULTS FOR THIS 3PL COMPANY REGARDING WAREHOUSE ASSOCIATE AND LEADERSHIP TALENT, WE ALSO OPENED THE DOOR TO OPPORTUNITIES FOR ADMINISTRATIVE EXECUTIVE ROLE SEARCHES.

Hire Dynamics 

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