

Case Study: Resource Manager – Logistics Service Provider

Outline:

One of the large Logistics Service Providers requested a search for a Resource Manager. This individual is going to optimize warehouse staffing for the warehouse staff, for company workers as well as for the flexible workforce.

Challenges faced:

Warehouse Managers tend to hire some more flex staff than needed to make sure that the customer orders are being shipped. The margins drop when too many hours are put in. This individual would need to know about warehouse productivities and about flexible workforce. Also in-depth knowledge of the planning software was required.

Candidates Profile Summaries:

NL-based Resource Manager

- Highly experienced Logistics profile
- 5 years' experience in flexible workforce management
- Very thorough, at the same time challenging the warehouse managers about the submitted schedules
- A manager who builds the structure of countrywide Workforce Management and solves the issues by managing the process
- Very experienced in Ortec workforce Scheduling
- A candidate for the long term

Search Process

- Antal Netherlands finalized the job descriptions
- Roles promoted on Antal.com
- Headhunt approach as a specific candidate was aspired, use of advanced candidate search techniques
- Leveraged Antal Netherlands and Antal International partner office networks and candidate databases
- Thorough selection process, one candidate profile submitted for the role

Result

- Retainer contract agreed end December 2020
- Candidate contract phase started begin March 2021
- Candidate start date was May 1st.

Source:

Case study submitted by our team in The Netherlands, April 2021
Led by Managing Partner, Johan Roxs