

Challenge

Searching for a uniquely qualified person to serve as Director of Human Resources

Solution

Recruiting & Staffing

Industry

Transportation and Fleet Maintenance Services

SITUATION

AdamsGabbert was selected by a leading provider of transportation and fleet maintenance services to help them hire a Director of Human Resources. Their Chief People Officer was searching for someone with a comprehensive background in union work, in addition to human resources experience, who aligned with the company's culture and values.

The company's CFO had previously recommended AG to fill another strategic role, knowing their "network in Kansas City was one of the best." After a successful match for the that role, the client confidently reached back out to AG to fill the vacant Director of Human Resources position.

SOLUTION

AG extensively researched the company internally and externally to glean client culture and job clarity, and to understand what challenges the individual would face. Armed with that knowledge, AG crafted a clear, compelling job description to entice suitable candidates.

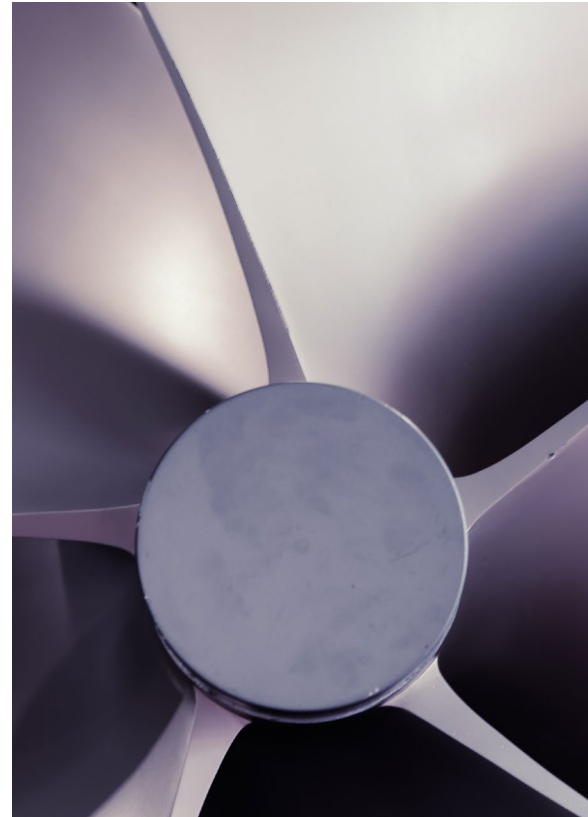
AG narrowed the applicant pool down and presented a handful of strong contenders, including a former labor relations attorney who had a passion for human resources and was an ideal fit for the position. Initially the client expected to take a contract-to-hire path to ensure fit, but the individual was such a clear fit, the client decided to hire the individual using AG's direct placement model.

RESULT

Three months after placement, the client has "no regrets" about hiring their new Director of Human Resources. Their CFO said they would not have used AG to recruit for the role—a position outside of AG's ordinary wheelhouse—were it not for AG's proven methodology.

The client continues to return to AG for recruiting and staffing because of their overwhelmingly positive experience each time. Their CFO emphasized AG's expertise, focused direction and specific execution, noting that the well-qualified hire fit their organization.

Their CFO was impressed with AG's thorough follow-up process to check in with contract and direct placements, saying, "It's not just a transaction. They're building relationships."



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ACCELERATE TOGETHER.

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