



**Challenge**

Searching for a uniquely qualified person to serve as director of human resources

**Solution**

Recruiting & Staffing

**Industry**

Outsourced Transportation and Fleet Maintenance Services

**SITUATION**

Halcon Corporation is a leading provider of outsourced transportation and fleet maintenance services for public and private transit sectors. The company needed someone uniquely qualified to strategically serve as their director of human resources. Halcon’s 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 Jennifer Regas suggested Halcon reach out to AdamsGabbert (AG) to fill a project manager role knowing their “network of project managers in Kansas City was one of the best.” After a successful match for the project manager role, Halcon 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.

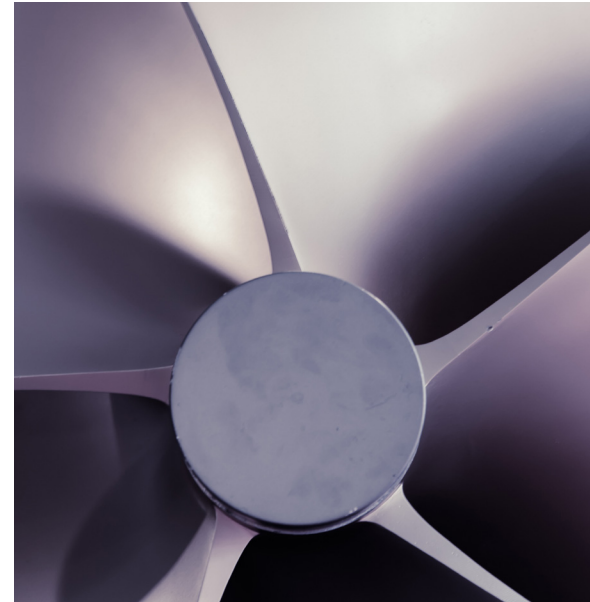
AG narrowed the applicant pool down and presented a handful of strong contenders, including a former labor relations attorney who had a passion for human resources and was an ideal fit for the position. Halcon ultimately chose to retain talent by morphing the temporary director position into a permanent role.

**RESULT**

Three months after placement, Halcon says they have “no regrets” about their selection for director of human resources. Regas says Halcon would not have used AG to recruit for the role—a position outside of their ordinary wheelhouse—were it not for AG’s proven methodology.

Halcon returns to AG for recruiting and staffing because of their overwhelming positive experience each time. Regas emphasized AG’s expertise, focused direction and specific execution, noting that the well-qualified hire fit their organization.

Regas was impressed with AG’s thorough follow-up process to check in with both candidates placed at Halcon. “It’s not just a transaction,” Regas said. “They’re building relationships.”



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*Jennifer Regas, CFO, Halcon Corporation*

**Making Business Better**