

Strategic Recruitment Partnership with Executive Integrity and Transporeon



TRANSPOREON

Transporeon Group is reshaping the logistics landscape through advanced digital solutions. Recognising the need for a strategic approach to rapid global hiring, Transporeon sought a recruitment partnership that embodies integrity and expertise. With a shared commitment to excellence, Transporeon and Executive Integrity joined forces to navigate the dynamic logistics talent landscape - successfully sourcing 3 crucial sales positions.

Transporeon's Hiring Challenges

Transporeon faced a multifaceted recruitment dilemma driven by several factors. The company experienced the common threat to growth, business departures, creating a need for timely replacements to maintain their effective operations. Long-term employees transitioning out of any business will leave gaps that require urgent filling. Additionally, with these gaps in operation, they encountered commercial downtime that necessitated swift recruitment efforts. Due to the scale of Transporeon's operations, a multitude of open positions varying in job discipline caused strain on internal resources due to lack of network.

The challenges were particularly pronounced in the UK market, where candidate turnover was high, resulting in a lack of experienced and stable candidates within the logistics market. This market's transient nature made it difficult for Transporeon to secure candidates with the necessary expertise and longevity for the roles at hand.

Recognising the complexities of their recruitment challenges, Transporeon decided to partner with Executive Integrity, a recruitment agency with a reputation for global Logistics industry hiring expertise and a track record of delivering tailored recruitment solutions. The partnership aimed to harness Executive Integrity's ability to identify candidates who not only possessed the requisite skills but also have industry-specific experience and existing networks to grow Transporeon's revenue streams.

I had a fantastic experience with Maria at Exec Integrity, she was proactive, engaging and came prepared to each of our calls with the right context to set me up for success during each recruitment process.

Maria Vittoria Bevilacqua

Senior International Talent Acquisition Specialist - Transporeon

The Hiring Manager



Maria Vittoria Bevilacqua
Senior International Talent Acquisition Specialist
Transporeon

Maria seamlessly integrates psychology and recruitment to pinpoint candidates perfectly aligned with Transporeon's culture and needs. With years of expertise - her role is to identify, nurture, and place talent at Transporeon, driving enduring success in our evolving logistics landscape.

Year founded

2000

Industry

Logistics

Entity

Transporeon

Headcount

+1,400

Challenge Summary

Transporeon faced urgent hiring needs due to business departures, causing operational gaps and commercial downtime. Challenges in the UK market included high turnover and a scarcity of experienced logistics candidates.

To address these issues, Transporeon partnered with Executive Integrity for their global logistics expertise and tailored recruitment solutions to secure skilled candidates with industry-specific experience.

Solution Summary

Executive Integrity collaborated with Transporeon to redefine roles, delivering three key hires in just two weeks. Targeting specific logistics expertise, candidates like Benjamin Starkie and Anna Jude significantly impacted revenue and client retention.

The partnership's adaptability and strategic approach led to effective solutions, showcasing the success of Transporeon's collaboration with Executive Integrity.

Industry experts with integrity - true recruitment partnership

Upon assessment, Executive Integrity identified key insights into Transporeon's hiring needs. Instead of solely focusing on the initially defined role, we recognised the potential for a different approach. By collaborating with Transporeon's stakeholders, we were able to redefine the roles and identify the most critical skill sets for their vacant positions. This adaptability and willingness to pivot led to a more effective recruitment strategy.

Executive Integrity then efficiently delivered suitable candidates for three distinct roles - Sales Executive in Denmark, Account Manager for the UK, and another Account Manager in Germany - all within a two-week timeframe. To achieve this, we embarked on a comprehensive sourcing strategy. She created a marketing map of key logistics companies and actively targeted candidates with expertise in freight forwarding and road logistics processes, as well as significant B2B experience.

Our in-depth pre-interviews and meticulous matching process ensured that each candidate met Transporeon's exact requirements and criteria.

Candidate Spotlight

The collaboration between Transporeon and Executive Integrity yielded remarkable results. The candidates successfully placed in their respective roles made a significant impact on Transporeon's operations.

The appointed Account Managers, Benjamin Starkie in the UK and Anna Jude in Germany, who played a pivotal role in revenue generation through the management of existing accounts and the reduction of client churn.

Marianne Grene, the Sales Executive in Denmark, spearheaded the development of new business opportunities, further bolstering the company's revenue.



Marianne has extensive experience selling in a B2B environment and a wealth of knowledge within the logistics and supply chain industry.

In the past 7 years, she has been working within a hunting sales position and has experience with spin selling, challenger sales, solution selling and value-based selling.

Marianne Grene
Sales Executive - Denmark



Ben is an experienced Account Manager with his own customer portfolio serving healthcare, high-tech, aerospace, and retail industries. He handled 3 of the local branches 5 top revenue customers with a full portfolio covering £80m+ spend per annum.

Before his account management position, he was working as a District Sales executive generating new business, and understanding their supply chain requirements for where he could sell into and improve their logistics capabilities.

Benjamin Starkie
Account Manager - UK



Anna was with Arvato for nearly six years working closely with clients from different industries (such as medical, pharmaceutical and logistics including TMS) managing accounts, sales, and implementation of their supply chain solution.

She is well experienced in managing a set of key accounts within Europe and is confident managing sales strategies, cross-selling, up-selling, and renewal opportunities.

Anna Jude
Account Manager - Germany