

adi sources globally

Logistics executives, capable of managing business in different cultural environments, are a rare species. Because lacking own qualified candidates enterprises increasingly address sourcing specialists like adi Consult for finding the right manager for the right job. The 2000 incepted service provider cannot complain about a lack of orders.

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Mobile Recruiting - Adi Consult's Recruiting App

Helmut Berchtold, San Diego-based CEO of adi Consult North America recounts his experience with a recent recruiting assignment: "Our client's job description called for a Regional Manager Kenya and Uganda, Africa experience required, solid understanding of all fields in logistics, multilingual etc." After a period of four weeks, talking to nearly ten potential candidates and assessing them, three had been presented to the customer, says Berchtold. Interviews took place and one candidate received an offer. A contract was signed three months after

the search had started.

Identifying, attracting, and retaining new executives is vital for any organization's future success, but sourcing top professionals to satisfy the requirements of globally operating logistic companies proves to be increasingly difficult for enterprises.

The requirements of both, employers and executives are becoming more demanding. Not only do executives have to live up to the requirements of employers but conversely employers need to satisfy the growing demands of executives as well. Mid to top level executives are focusing on future career opportunities within a potential employer organization, their financial stability and job security. Another important factor is the freedom to make decisions and the executive powers that are given to the manager. Other items such as the image of the hiring company and the financial package offered are very important.



Helmut Berchtold, CEO
adi Consult North America

Companies expect from their Recruitment Service Provider "a solid understanding of their business, company culture, position requirement, and expeditious presentation of suitable candidates," emphasizes Berchtold.

The trick for recruiters is to have a vast pool of pre-assessed and profiled candidates to draw from, he adds.



Klaus Geissler, Head of
adi Consult Group

adi Consult employs a number of methods and tools to achieve this. Their candidates are sourced via their proprietary database, networking, social media, advertisements, and direct search, all supported by their network of over 70 senior consultants in 35 countries. "All of our partners and associates have a strong background and deep experience within the freight and logistics industry," emphasizes the sourcing specialist's Principal, Klaus Geissler.

As a result of this extensive infrastructure and the tools employed, "our customers reap real benefits when searching for qualified candidates," Geissler notes.

To further increase the speed and to instantly connect with their pool of candidates, adi Consult Group has recently launched their new Mobile Apps. These tools, illustrates Geissler, "enable us to push information about new vacancies directly to the mobile devices of potential candidates around the globe."

In the meantime the candidate mentioned above has been promoted to VP Eastern Africa. Concludes manager Berchtold: "Seems that the placement fee paid to adi Consult has been really paid off for our client."