



FOOD COMPANY CASE STUDY

StevenDouglas was approached by one of the top poultry companies in the U.S. that supplies a broad range of products and services to national restaurant chains, regional food service distributors, retail grocers and international accounts. The company has more than 7,500 team members operating across multiple states and exceeds \$3 billion in annual revenue.

Partnership

This food company sought out StevenDouglas to help them scale their business because they were looking for a true partner and trusted advisor that had coverage in various regions of the U.S. while being able to give them the time and attention that often comes from boutique firms. They chose StevenDouglas because they wanted to build a long-term relationship with a recruiting firm that was honest and really cared about the future of their business, as well as had the breadth of scope in their industry to fill various positions.

CHALLENGE: The food company did not have the internal infrastructure or consolidated HR to be able to fill so many specialized positions and needed organizational support to effectively bring in top talent. Due to the range of positions that needed to be filled from C-Suite to shift supervisors, the temp firm they were working with was not able to find the specific skills they needed, or had the ability to service various disciplines effectively.

SOLUTION: StevenDouglas was able to visit the corporate headquarters, meet with hiring managers and offer a hands-on approach to understand the specific needs of their business category, as well as to streamline the hiring process for faster onboarding of higher quality candidates. Since StevenDouglas has various specialized experts to service multiple divisions and hiring scenarios, they could work closely with the internal recruiting team to support them in finding the best talent for niche and high-level placements needed at the organization.

Success Stories

StevenDouglas leveraged its 25 offices nationally and its various specialized search teams to place 13 key, permanent and interim positions across Operations, HR and Technology divisions in multiple regions across the U.S. In 2023, StevenDouglas was able to fill critical roles with this client and build a collaborative foundation with internal teams to facilitate future hiring needs.

HR Placements – Search & Interim

- ✓ Completed 8 Searches in 2023
- ✓ Relevant Searches: Sr Director of HR, Permanent & Interim HR Managers and Shift Supervisors in various locations

Technology Placements – Search & Interim

- ✓ Completed 3 technology searches in 2023
- ✓ Covered Operations & Support technology roles
- ✓ Relevant Search: HCM System Administrator

Operational Placements

- ✓ Completed 2 senior-level searches in 2023
- ✓ Relevant Searches: Director of Continuous Improvement & Plant Manager

