

CASE STUDY

Food Company

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 and wanted a true partner and trusted advisor that had expertise in the areas they need support, while also being able to give them the time and attention that only a boutique firm can offer. 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 and national coverage to fill various specialized positions in different locations.

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 wasn't 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 across various divisions.



Successful Outcomes

StevenDouglas leveraged its 25 offices nationally and various specialized recruiting teams to place 13 key, permanent and interim positions across Operations, HR and Technology divisions in multiple regions across the U.S. in 2023 alone.

StevenDouglas was able to fill critical roles and build a collaborative foundation with internal teams to facilitate future hiring needs, and has continued placing Operations & Technology roles into 2026.

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 roles
- ✓ Relevant Search: HCM System Administrator
- ✓ Added a Network Engineer in 2026

Operational Placements

- ✓ Completed multiple senior-level roles
- ✓ 2 Corporate Recruiter placed in 2024
- ✓ Filled 4 Senior-level EHS roles in 2024
- ✓ Relevant Searches: Director of Continuous Improvement, Complex Manager & Director of EHS