

Precision Hiring in Logistics: How to Build Resilient Supply Chain Teams at Speed

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“Companies that excel at talent management are **2.2 times more likely to outperform their peers on total returns to shareholders.”**

— Increasing your return on talent: The moves and metrics that matter,
McKinsey & Company

Tailored talent solutions for a €2bn global logistics firm with 20k employees

A real-world case study



The Challenge

1

Lack of
standardisation
in tools and
processes

2

Low tech
adoption and
future-proofing

3

Confidentiality
& complexity

4

Highly manual
processes in
high-cost
locations

5

Limited
internal bench
and succession

6

Severe financial
pressure



Success Framework



Diagnosis

- ◆ Gap analysis
- ◆ Performance
- ◆ Future-proof



Prioritisation

- ◆ Wants vs needs
- ◆ Benchmarking
- ◆ Resource



Attraction

- ◆ G2M strategy
- ◆ Internal capability
- ◆ External partner



Retention

- ◆ EVP
- ◆ Peer analysis
- ◆ Proactivity



89

Days from brief to hire



18

Days from brief to
interview



5:1

Interview to hire ratio



5

Operational leaders in
five different locations



100%

Fill rate



9

Individuals recruited

Industry experts in **your market**

Specialisms

- ◆ Procurement
- ◆ Engineering
- ◆ Logistics
- ◆ Commercial Solutions
- ◆ Technical Operations
- ◆ Supply Chain Solutions

Industries

- | | | |
|-------------------|-----------------------|-------------------|
| ◆ Food & Beverage | ◆ Automotive | ◆ Shipbuilding |
| ◆ Consumer Goods | ◆ Aerospace | ◆ Medical Devices |
| ◆ Chemicals | ◆ Defence | ◆ Biotechnology |
| ◆ Retail | ◆ Electronics | ◆ Pharmaceuticals |
| ◆ Packaging | ◆ Heavy Manufacturing | ◆ Energy |



Supporting businesses with the very best talent that will shape the supply chain industry of tomorrow.

14 Locations, **3** Continents, **1** Community



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