

BASKETS
BREAKAGE

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PACIFIC INSURANCE ADVERTISING CO.
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AGILE HIRING WITH LOGILE

IT'S SHOWTIME

Sometimes a chance meeting can change things up.

When Chloe Whitelock met with one of the Logile team at The Retail Technology Show last year, who knew it would be the start of something beautiful?

Logile is a US based business currently putting down a strong footprint in the UK & winning some major retail customers. They provide a number of services to retail businesses - workforce management, inventory planning & forecasting, store execution & food safety tech – plus a whole host of other streams.

Logile were looking for something a little different from our usual commercial hires – they were building out their UK software implementation teams & needed Industrial Engineers & Analysts – & they needed them fast to keep up with the new customers being onboarded.

MIXING IT UP

We like to do something a bit different – keeps us on our toes! Despite having no real networks of existing candidates in these roles, we were confident that we could deliver the project to the timescales needed, despite the candidates needing a rather unusual mix of consulting & CS skills in a new sector.

So, with the challenge accepted, our SaaS team strapped on their boots and got to work. This was going to be a project utilising pure headhunting methodology as the brief was very tight in terms of the skillset these hires needed to possess and we were unlikely to identify candidates through advertising – although we ran this alongside to cover all the bases. Extensive research was undertaken by the team into time & motion certification as well as looking at similar businesses in what we found to be a very niche market with a relatively small talent pool of qualified potential candidates.

TEAMWORK MAKES THE DREAMWORK

Once we'd identified the target businesses to approach, we set about the attraction strategy. Fortunately, Logile's is a great story to sell to prospective hires and we were quickly able to bring in a number of people, some from direct competitors. The first three hires joined the business within five weeks of project kick off and a total of nine hires were made in stages over a three month period – some moving through the process in as little as three weeks.

We'll be continuing to support them as they roll out their services to their growing portfolio of UK retailers – watch this space.

FANCY A CHAT?

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