

RECRUITING THE BEST TALENT

for your Supply Chain, Logistics and Procurement teams

THE BIS HENDERSON APPROACH

Complete Recruitment Solutions

As recruitment specialists, Bis Henderson Recruitment work with businesses to hire **supply chain, logistics and procurement** professionals and executives on a **permanent and interim** basis. With 30 years' experience in search and selection, an unrivalled industry network and a team of directors with first-hand industry experience, we deliver candidates that meet our client's objectives to become catalysts of change for their business.

As a niche supplier working solely in our sector, we have (and constantly expand) deep sector knowledge and understand the **unique challenges and dependencies** businesses in our market place face - because we are so focused, we also know our industry **key talent pools** intimately, enabling us to compile a short-list of candidates at pace, with levels of 'fit' that keep fall out rates to a minimum.

Industry Experience

We leverage our team's extensive **senior-level** industry experience to properly get under the skin of your current challenges and requirements, by thoroughly understanding your objectives we're able to deliver candidates that mitigate your challenges and enable strategic growth.

Recruitment Expertise

Working with clients from **£1m to £25bn turnover** and with a very successful track record spanning more than 30 years, we use our extensive experience recruiting across the UK and Internationally to source the candidates you need to drive your business forward.

Our Capabilities

From **standalone vacancies to building an entire team**, we can mobilise search campaigns from inception to completion very quickly. Each campaign is bespoke and packaged to your business and recruitment requirements.

RECRUITMENT SERVICES...



Executive Search

Targeted search for senior leaders to transform your operation

As supply chains strive for agility, recruiting the best executives into your business can be a game-changer when it comes to operational efficiency and profitability - the right leader can transform your operation into a competitive asset. By quickly understanding your unique and complex leadership challenges, we can mobilise a highly strategic search for an Executive that matches all of your essential criteria, with cultural alignment to the direction of your organisation and its growth plans.

Our unparalleled contact base and the willingness of industry leaders and influencers to engage with us, allows us to hand-pick individuals to match your exact requirements.

We believe in the quality of our executive search team and the integrity of their work - so much so we do not charge a fee at shortlist stage. Following your initial retainer, you won't be charged a penny more until we make a placement to your complete satisfaction.



Permanent Recruitment

Search and selection of management positions

It's our job to recognise, evaluate and put forward talent that best fits the role and ultimately our clients' business. Having cast the net strategically and exposed the role to a clearly defined pool of candidates we then qualify, shortlist and fine tune applicants. Each stage of our funnel has been designed to deliver optimum results combined with an impressive speed of delivery.

Achieving an absolute match to your needs is our ultimate goal. A typical campaign would involve advertising campaigns, highly targeted headhunting, access to the Bis Henderson database followed by psychometric profiling, competency testing and multi-stage assessment centres where required - all managed by Bis Henderson on your behalf.

When we reach the stage of proposing candidates to clients, every aspect of their skill set and experience has been analysed and matched against job role specifics, making sure the calibre of our candidates is second to none.



Interim Management

Flexible solutions to short and medium-term challenges

We have established and pre-screened a hand-picked pool of talented and proven interim professionals including directors and senior to middle managers. Their competences and capabilities, combined with extensive industry knowledge and the ability to integrate extremely quickly, means these individuals can be relied on to deliver objectives and KPIs.

All of our interim managers have an excellent track record working for our clients and have been personally interviewed and reference checked - so you can be confident the shortlist we put forward will contain absolute matches to your requirements, whilst maintaining our usual excellent calibre of candidate.

We have a policy of commercial transparency between clients and candidates - any initial research and analysis is carried out at our expense, you don't pay a penny before a candidate is appointed.



Turnkey Projects

End to end management of large scale recruitment projects

Especially suited to new site openings, new business launches, or team expansions - we've run Turnkey recruitment projects all over the UK, involving headcounts ranging from tens of people to hundreds of people. Our recruiters will sell the opportunity of working for your business in a consistent manner that properly represents your brand and its values. This means you will have trusted and experienced boots on the ground even if your head office functions are miles away from the location concerned.

Using our know-how we can help you quickly build a solid understanding of the T's & C's and remuneration expectations for the region you're recruiting in. We can also support key areas of local research that will matter to the people recruited, such as public transport links and schedules as well as access to refreshments if you're not planning on-site facilities - all managed and communicated by a dedicated account management team.

OUR SPECIALISMS



SUPPLY CHAIN

Bis Henderson has extensive experience in Supply Chain recruitment, knows the Supply Chain function inside out and offers expertise in sourcing candidates with the right skills, know-how and backgrounds in a new era of Supply Chain.



LOGISTICS

We are acknowledged experts across the full spectrum of Logistics recruitment, be it freight forwarding, sea, rail or road freight, 3rd party operations, owner operators, warehousing or eCommerce, you name it Bis Henderson have covered it.



PROCUREMENT

Our dedicated team has over 35 years of procurement recruitment experience across a broad range of sectors and as a result, have extensive market knowledge, an exceptional network and a very comprehensive understanding of what a great procurement candidate looks like.



ECOMMERCE

We have an in-depth understanding of the skills and cultural differences complex and high-tech eCommerce operations require and can help you place talented and experienced individuals with the personal characteristics and capabilities required.

OUR NETWORK

Our unparalleled contact base and the willingness of industry influencers to spend time with us allows us to find your perfect candidate quickly and very effectively.

With the support of our vast network, we like to think that we are only one degree of separation from anyone in the industry, with our finger firmly on the pulse of all strands of the industry we are best placed to provide fresh and/or experienced talent to match your business's requirements.

Our network isn't limited to the UK alone, Bis Henderson Recruitment has a presence in all major European countries as well as affiliates in the USA, India, Asia Pacific and Middle East.

In addition, we have access to an international network of trusted partners through our partnership with Experts4Experts which allows us to work with a team of uniquely skilled 'in-country' multi-lingual recruiters. This means we have talented recruiters working on our behalf in the destination country, bringing a level of insight into the culture, values and language variances, we need to meet your recruitment goals.

Global Capabilities



We believe the best solutions start with a conversation - so whether you've been struggling to find the right candidate, you don't have time to fill your vacancy on your own, or if the role is highly specialised - our dedicated consultants can build a campaign to deliver a shortlist of ideal, high-calibre candidates within days of your initial contact.

Let's Talk

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