



Recruitment Specialists For The Logistics, Supply Chain & Transportation Industry

Who is KeyHire

Why Utilize KeyHire

10 Compelling Reasons



Partners For Mutual Success

Who Is KeyHire?

KeyHire is the Logistics, Supply Chain and Transportation recruitment experts with real industry experience.

We take the time to fully understand our client's needs, company culture, position expectations and KPI's.

By building those strong relationships with our clients it results in a truly collaborative and mutually rewarding long term customer experience in a cost-effective manner that will reduce recruiting costs and increase your company's revenue through sourcing productive and outstanding talent, thus allowing you to focus on your core business and reduce costly turn-over.

Why Utilize KeyHire?

As you know the cost of hiring a new employee is a large expensive endeavor. Some of that expense is in training and lost productivity, certainly. But a good portion of the cost is in the recruitment process itself: how much time HR staff and managers spend discussing the opening; advertising; hours spent screening; interviewing; re-interviewing; background checking; and more. HR departments frequently take these steps only to have to start the process all over again.

If you have a dedicated recruiter on staff, you already have an idea of what the investment is annually, but have you amortized their salary, benefits, perks, training and coaching over the amount of hires per year? That's just the tip of the iceberg in the cost to hire.

So why outsource the recruiting function or for specific roles? Especially for organizations, where employees' time is already stretched thin, recruiting in-house often doesn't make for a wise investment of resources. If you don't have a dedicated recruiter, you're pulling precious work time away from other staff members, time that affects your bottom line. Using KeyHire to source the *right candidates* (not just a pool of applicants) is the way to go when you want to get the most bang for your buck.

According to LinkedIn, only 12 percent of the workforce is actively looking for jobs, but 85 percent is open to hearing about new opportunities. At KeyHire, we don't wait for a quality candidate to walk in our door, we search your competitors and the marketplace for people in similar positions, to see if anyone is interested in looking to make a long-term career move. Because we live and breathe recruiting, we have the time to identify and reach out to passive candidates in a way that's probably just not possible for your team.

Recruitment Focus On Key Roles

- Sales
- Operations
- Brokerage
- Compliance
- Finance
- Supply Chain Management
- Sourcing & Procurement
- Planning
- Support
- Executive Leadership





10 Compelling Reasons

1. Reduced Recruitment Costs

In a volatile economy, reducing costs rises to the top of the to-do list quickly. Besides labor costs, the costs related to recruiting activities include advertising on job boards, background screening, applicant tracking systems, and recruiting technology. These costs are all rolled into one when companies outsource recruiting, and it's usually less than trying to conduct an effective recruiting campaign in-house.

Cost per hire, time to hire and quality of hire are the key HR metrics when companies outsource recruiting or specific roles to an external recruiter, cost-per-hire is often reduced along with time-to-hire because of external dedicated recruiting resources like KeyHire. To use the old adage "time is money", every day that a position remains unfilled costs your company. Filling your vacancies with qualified candidates fast is better for productivity and reduces the amount of HR Resources spent on sourcing candidates.

Other ways costs get reduced through outsourced recruiting or specific roles to KeyHire include shared risk and streamlined processes. Passing the responsibility of expanded or shrinking recruiting needs to KeyHire eliminates employing unnecessary staff for recruiting or being short of staff when business spikes. When companies outsource recruiting, they streamline recruiting processes, eliminating delays, duplication of tasks, and paying for specific recruiting activities.

Using KeyHire is helpful from an accounting standpoint, too. Recruiting fees are business expenses, which can help your bottom line, fees are a legitimate business expense that can offset a portion of the cost.

2. Allow Your Company to Focus on Core Business

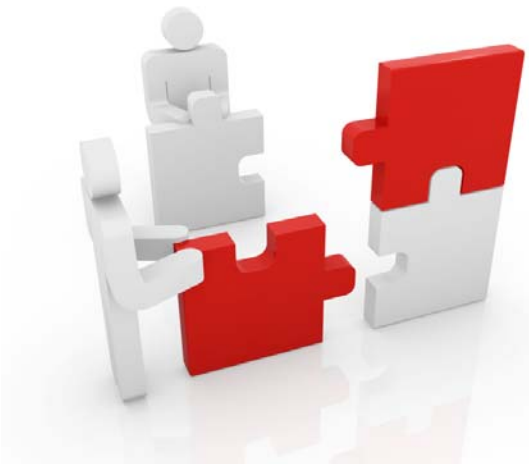
Whether or not your company has a dedicated recruiter or some kind of recruiting function, most are not in the recruiting industry let alone the logistics, transportation or supply chain industry. Any recruiting tasks and activities will be outside of the core business functions and take resources from core business operations.

When the recruiting process or specific roles are outsourced to KeyHire, it doesn't take anything away from your core business activities and enables your company to find the talent you need without distractions from business operations.

Industry Practice Areas

- Global Forwarding
- Maritime
- 2PL
- 3PL
- 4PL
- Brokerage & Compliance
- Supply Chain Management
- Global Sourcing & Procurement
- Manufacturing





Supply Chain Verticals

- Consumer Goods
- Retail & Ecommerce
- Food & Beverage
- Hi-Tech & Electronics
- Industrial
- Healthcare & Medical Devices
- Wholesale Distribution
- Private Equity



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3. Improve Recruiting Effectiveness

With a competitive global job market, ongoing skills shortage, and limited locations for recruiting, it's difficult for many organizations to find qualified candidates or improve your recruiting effectiveness with in-house recruiting. Your company may not be able to achieve recruiting process improvements with existing staff and when urgent recruiting needs start to back up, there is no good way to get caught up with hiring.

When your company outsources recruiting or specific roles to KeyHire, you will benefit from our Logistics, Supply Chain and Transportation industry experience and ability to reach more quality candidates, access passive candidates that they may not otherwise be able to engage, and realize more efficient use of existing recruiting resources.

4. Lower High Turnover Rates

High turnover costs money in lost and interrupted productivity, lower customer service, and lower employee engagement. But turnover may have less to do with recruiting staff abilities or compensation and more to do with the recruiting function.

Your company can address high turnover when they outsource recruiting or specific roles with KeyHire to get better qualified candidates, and a better recruiting process from experienced, dedicated recruiters. Your company will enjoy higher quality hires of candidates who are vetted and well-matched to your company's openings, KPI's, expectations and culture. When ongoing high turnover starts to strain your company's resources, the decision to outsource can be a quicker, cheaper way to stop recruiting-related turnover.

5. Assist Recruiting Efforts Due to Rapid Growth

Companies experiencing rapid growth or seasonal spikes that make it difficult to meet recruiting needs often outsource recruiting to better control fluctuating recruiting activity's impact on the business. Seasonal recruiting or periods of rapid growth or expansion strain existing staff and make in-house recruiting a huge challenge.

KeyHire can take over an internal recruiting process with dedicated staff, more experienced and specialized recruiters, advanced recruiting technology, and social recruiting methods to meet unusual growth patterns.

6. Offer Competitive Advantage

Small companies and start-ups that don't have the same resources as their larger competitors can compete better when they outsource recruiting.

KeyHire can more quickly and efficiently find top candidates to help small or new companies build their key staff and keep up with larger companies with more resources.



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7. Knowledge of The Logistics, Supply Chain, Transportation Industry and Markets

KeyHire has their finger on the pulse of the Logistics, Supply Chain and Transportation industry in markets across the US and Canada and has real industry experience that can give your hiring team insight in to what is happening. We know the available talent, where they are and how to reach out to them, salary rates, career expectations, available skill-sets and current hiring complexities.

If other businesses are struggling to find the same people as your company, KeyHire will be able to advise on alternative solutions. The best will act as partners and collaborators, and should still be your eyes and ears in the market.

8. Provide Extended Candidate Reach

Some candidates are hard to find. They may be passive or they may be selective. If they aren't responding to job advertisements, don't see themselves as part of your 'talent pool' and are too busy to search full time then the chances are that they may have relationships with trusted specialists at KeyHire.

Even if they aren't currently active, there's a strong chance that KeyHire will know who they are and how to reach them and champion your available roles and company value. We also have many networks, each consultant, candidate, client or collaborator has the potential to leverage their networks to help connect you to people with a range of skills and experiences, many of who would be off the radar of an in-house team or hiring manager.

9. Source Candidates Not Applicants

A lot of talent attraction is aimed at attracting applicants, whether they are responding to an advert, applying on spec, or through your website. A lot of these people may not be good matches for the role hence a lot of time will be invested in filtering, assessing, matching and communicating with them. When we talk of a bad candidate experience it's normally an applicant experience that we are referring to.

Using KeyHire will mean that you see only well qualified passive candidates and job seekers who have been pre-selected to match all the criteria that you are looking for and who are worthy of consideration and time to interview.

10. Help Enhance Your Company Brand

Large companies invest a lot of time and money in developing and marketing their employer brand, but many SME and smaller businesses don't have the same resources.

If you chose to work with KeyHire then we can give potential candidates a real insight in to your business - what it's like to work there, benefits and career openings available, and a feel for the culture. A fully briefed and collaborative recruitment partner like KeyHire will be able to help clarify any points that may arise and be able to better convince talented and qualified candidates why your company is the right move for them.

Recruiting Services

- Retained Executive Search
- Contingency Search

