

# Case Study

Sector: Logistics & Supply Chain

KUEHNE+NAGEL 

Kuehne + Nagel

*“The process is slick, and I like the fact that I can trust Holmes Noble to own the process. That is the real advantage of working in partnership, you get to understand your partners preferences so then you know what to do”.*



KUEHNE+



# What was the challenge?

Kuehne + Nagel understood that to attract and retain the best talent, they needed a leading executive search partner with a strong network. It is business critical to be consistent in how they approach the market, the messages they bring into the market and the experience they give to candidates.

There were of course initial concerns of committing to a recruitment partner exclusively. The challenge was that the in-house Hiring Managers at Kuehne + Nagel were used to working with multiple recruitment agencies and executive search firms. These firms struggled to portray a consistent brand image for Kuehne + Nagel and required a partner that had a real understanding of the needs within their organisation.

# What did we do

Kuehne + Nagel engaged Holmes Noble as an exclusive partner. As with any client project, Holmes Noble spent considerable time with key stakeholders and the senior leadership team to fully understand the cultural alignment and the strategy for growth. The relationship Holmes Noble had with Kuehne + Nagel enabled a lined-up approach to recruitment.

The relationship and connection building were essential to Holmes Noble becoming sole providers for Kuehne + Nagel. The quality of previous placements at Kuehne + Nagel by the Holmes Noble team were of high calibre which gave a positive reinforcement to the capability of the Holmes Noble team.





Holmes Noble put in place quarterly business reviews with Kuehne + Nagel to look at processes, receive feedback and establish actions and plans going forward.

Holmes Noble not only focused on gaining talent from the industry, but also within Kuehne + Nagel. This enabled new talent to be brought into the business while upskilling the talent available within the current team.

# What were the results?

Holmes Noble successfully completed 21 senior mandates and a talent pipelining project at Executive level. The impact Holmes Noble has had on Kuehne + Nagel has resulted in a transformed recruitment plan. Kuehne + Nagel found that the time to fill a role dramatically improved, resulting in an increased speed to hire over the last 18 months.

Holmes Noble were very open to working with Kuehne + Nagel to make the process as smooth and efficient as possible. Kuehne + Nagel were impressed by Holmes Noble's already strong process and as well as with their agility.

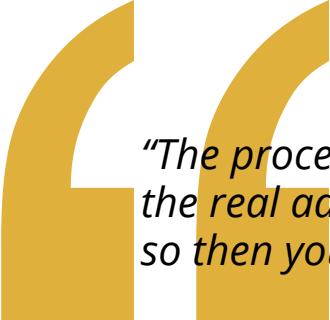

Holmes Noble conducted all recruitment requirements for salaries above £80,000. Kuehne + Nagel knew they could rely on Holmes Noble to find the best talent in the marketplace and trusted their judgement.





Holmes Noble have appointed the following positions.

- Business Development Director
- Head of HR, Drinks Logistics
- Head of HR Government & Defence
- Head of HR Technology
- Head of Procurement
- Head of Pharmaceutical Sales UK & Ireland (searched in Ireland)
- Business Development Director
- Director, Service Transformation
- Director, Aerospace & Defence
- Director of Customer Solutions
- Head of Health & Safety Compliance
- Air Freight Logistics Director
- General Manager, E-Commerce
- General Manager, Solutions (Hospitality)
- General Manager, Business Development AHP
- Head of QSHE
- Business Change Manager
- Head of Business Systems
- Divisional HR Manager
- Solutions Analyst – High Tech
- Solutions Analyst – Drinks



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*“What I do really like and appreciate about Holmes Noble is that they manage and maintain their brand while style adapting and flexing the process to ensure they fully fit the client’s needs. I like that Holmes Noble always bring insights into what they are communicating to us, they are market experts; you know what’s going on in the sector and they are incredibly well networked”.*

*“Holmes Noble bring anecdotal evidence; this is what the candidates are asking for and this is how the brand is received in the market. Even if Holmes Noble are not doing a search for us, they are able to tell us about what the marketplace is currently like”.*

*“The feedback that candidates give us about Holmes Noble is always really good. Holmes Noble keep them well informed throughout the process and end up being advocates for the business”.*

**- Director of People & Organisational Development at Kuehne + Nagel**



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through people

# Contact Us

[holmesnoble.com](http://holmesnoble.com)

**+44 (0) 121 606 3007**

4200 Solihull Parkway,  
Waterside Centre,  
Birmingham Business Park,  
Birmingham,  
West Midlands, B37 7YN

