Article published on January 19th 2012 | Business

Like most areas of business, supply chain recruitment is best done by those who know. And in supply chain, again as in so many other areas of the business world, it is not what you know but who you know that will lead to a good candidate to fill your procurement, logistics or supply position. Your business, as a person responsible for recruiting new supply chain staff members to your company, is to know the people who know the best candidates.

So what should you look for in a supply chain recruitment partner? Experience clearly helps â€“ and of course the longer the experience, the more contacts the supply chain recruitment partner you are looking at will have made.

Try to find a supplier whose individual members have lengthy experience each, rather than one that talks only about its â€œcombined experience of so many yearsâ€•. Typically, longer serving recruitment professionals have a contact stable of their own, which they can draw on to assist you in finding the best person for your position, no matter how much of a niche it may be to fill.

Look, obviously, for a supply chain recruitment partner that can fill the sorts of positions you need to take care of. If you are looking for an interim position only, you need a recruitment partner that deals with interim placements as well as senior and long term supply chain job fulfilment.

Ideally you are looking for a partner that has an in depth knowledge of the market in which your company operates. Thatâ€™s why it is important to find partners that have seasoned recruitment managers in their employ â€“ hence the exhortation to look for individual lengths of service rather than a combined tally of experience. Procurement and supply chain is a specialty industry, which needs specialty candidates to fill its vacancies.

Your supply chain recruitment partner will to an extent be defined by the candidates it can offer you. Senior supply chain management candidates are not so easy to come by â€“ and even harder to keep. Like any highly talented professional, a senior supply chain candidate knows her or his worth: and will keep moving until he or she gets it. The best recruitment partners will be the ones who have been able to amass an impressive stable of contacts for fulfilling high level supply chain and procurement positions.

Finally: donâ€™t forget to have a look at the current client list of your intended supply chain recruitment partner. Thereâ€™s nothing like spotting a few blue chip companies on the list for a hearty endorsement. Ultimately you are looking for a recruitment partner that gets and gives the best: and you wonâ€™t find one of those that donâ€™t have some extremely familiar names associated with it.

Supply chain recruitment is only as hard as you make it. Find the right company to provide you with a recruitment service and you will always fill your positions â€“ be they temporary, permanent or at a high executive level. Good luck with your search.

Article Source:
http://www.articleside.com/business-articles/why-should-i-outsource-supply-chain-recruitment.htm - Article Side

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Article Keywords:
interim management finance, hr executive search, supply chain recruitment, Finance executive search

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