

# Case Study

**Need** Urgent food & beverage executive recruiter needed to place VP of Operations

**Industry** Food & Beverage

**Business Type** B2B

## Challenge

A PE fund came to us with a critical need for a recruiting firm that could place a VP of Operations in their bakery portfolio company. Since buying a second bakery as an add-on to their original portco, they urgently needed someone that could take the reigns, keep operations running smoothly, and implement minor process changes as the add-on adjusted to being part of the fund's existing bakery portco. They were looking for a recruiting firm that could connect them with a person that had both operations and bakery experience and was also local to the geographic area.

## Solution

Leveraging our founder's 20 years in private equity, we have extensive frameworks for assessing PE-grade recruiting needs. BluWave utilizes technology, data, and human ingenuity to pre-map, assess, monitor, and maintain deep pools of recruiting firms that uniquely meet the private equity standard. We interviewed the PE fund to understand their specific key criteria, and then connected the client with the select pre-vetted recruiting firm from our invitation-only Intelligent Network that fit their exacting needs.

## Result

Within 48 hours of the initial scoping call, the PE firm and portfolio company were introduced to a PE-grade recruiting firm that specialized in recruiting executives for the food and beverage industry. The PE fund engaged with them and was able to confidently and quickly begin their VP of Operations search. The fund liked the recruiter so much that they also engaged them for their R&D Chef search.

Utilizing our tried and true process of assessing, prescribing, and then monitoring, we were able to quickly recommend a recruiting firm that we knew would fit the client's exacting need.

- BluWave's Consulting Manager