

# Case Study

**Need** Vital need for executive recruiter with food & beverage experience

**Industry** Food & Beverage

**Business Type** B2B

## Challenge

A proactive food & beverage company came to us with a vital need for a new VP of Operations after recently executing an add-on acquisition. They urgently needed an experienced food and beverage professional that could step in, take the reigns, and keep operations running smoothly while also implementing minor process changes that would be necessary while the two companies adjusted to the merger. In order to quickly fill this position with an exact-fit individual, the company was looking for a specialized food & beverage recruiting firm that had experience recruiting operations individuals for bakeries in the local area.

## Solution

Leveraging our experience working with thousands of proactive companies, we have extensive frameworks for assessing 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 highest standard. We interviewed the company to understand their specific key criteria, and then connected the client with the select pre-vetted recruiting firm from our invitation-only Intelligent Marketplace that fit their exacting needs.

## Result

Within 48 hours of the initial scoping call, the company was introduced to a PE-grade recruiting firm that specialized in recruiting executives for the food and beverage industry. The client engaged with them and was able to confidently and quickly begin their VP of Operations search. The company was so pleased with the recruiter 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