

PinPoint Solutions: Supply Chain

How Can We Hire in a Candidate Driven Market with No Candidates?

In a market with continued economic growth and low unemployment, the candidate usually drives the hiring process. We have seen this shift happen quickly in the last 24 months as the recovery picks up speed and candidates have more choices. It is a **candidate driven market** but what happens when a candidate driven market lacks candidates?

We all remember the "dark days" of the recession and the frustration that many felt in waiting for things to return to "normal". Well, the new "normal" is here. Recent Labor reports puts unemployment levels at a 16-year low of 4.3 percent and the number of job openings was the highest on record in July.

But, while the job boards are flooded with **mid-Director level positions** in Engineering, Manufacturing, **Supply Chain, Quality**, Sales, HR and Operations, this isn't prompting candidates to move. According to a recent Wall Street Journal Article, candidates are very cautious about pursuing opportunities and the "quit rate" is down to 2.4%. This number is far too low to support the urgent job openings in most companies. Confidence in employment stability remains low and salaries and "extras" have not been high enough to entice high performers to give up seniority and influence achieved over time in their current position.

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What is the answer? A Three Step Approach

Well, you need someone to **tell your story to high potentials**. Someone that they can trust to show them the benefits of talking with you about the career opportunities offered by your company. Someone who can tell them of the history, the present and the future you share with your employees. Someone who can authentically and accurately present your culture, your vision and your **company's brand** to a properly targeted audience.

Then you and the recruiter need to **move the process forward** with consistent feedback and quick response. Delays will cause candidates to "fall out" of the process. Candidates judge the integrity and professionalism of a company by how well they are treated in the interview process. Put your best foot forward and keep them engaged.

Finally, companies will need to take a **close look at the overall compensation** vs. market demands. Review the internal salary structure, bonus programs, benefit options and other incentives (flex time, work from home options, career development, tuition reimbursement, technology advancements, etc.) that you employers can offer to attract and retain the talent needed.

We can help you with all that you need to find the right people to join your growing team.



Highlighted Searches



- **Director of Global Commodity Strategies** – Government Contractor – VA
- **Site Supply Chain Leader** – Diversified Industrial – FL
- **Site Supply Chain Leader** – Military Products – CA
- **Supply Chain Operations Leader** – Automotive – SC
- **Director of Global Logistic Strategy** – Government Contractor – Virtual location
- **Director of E-Commerce** – Retailer – CA
- **Director of Quality/Validation** – Pharma/Vaccines – MD
- **Site Operations Leader** – Food - WI



Leadership: Mary Hain



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Mary Hain is the Sr. Executive Recruiter and Supply Chain Practice Leader for Pin-Point Solutions. She manages mid-VP level searches for diverse supply chain organizations nationwide.

Mary began her career in staffing services with the largest, privately-held technical staffing firm in the country, TAD Resources. She joined TAD Energy Services as a Recruiter and Marketing / Office Manager before being promoted to the National Account Team as Program Manager for GE Gas Turbines. She relocated to the Greenville, SC market to support the local GE Gas Turbines facilities while managing the local technical services staffing branch as well. After a break to raise her daughter, she shifted into the executive search world as a Recruiter for The Newell Group. Her focus was in supply chain with major clients in the retail and manufacturing industries. She began as a Recruiter and quickly advanced to Account Manager/ Corporate Services. She focused on mid- senior level procurement roles including Buyer, Divisional Merchandise Manager, Director of Sourcing, Director of Procurement, and Director of Supply Chain. After 3 years, she moved to PinPoint Solutions. During her tenure with PinPoint, she has completed diverse searches for companies including Caterpillar, Woodward, Eaton, Moog, among others. She started as Recruiter and has moved into the role of Sr. Recruiter and Practice Lead. She has filled positions including Supplier Development Leaders, Buyers – MRO and Direct, Commodity Leaders, Supply Chain Managers, Global Director of Supply Chain, Global Director of Quality and VP of Supply Chain Operations. She understands the ever-changing landscape and challenges of Supply Chain and finds top talent that supports the integration of Supply Chain and Quality Operations.

Prior to her career in Recruitment, she worked as a Buyer for a Boston based manufacturing company. She attended the University of San Diego and Emerson College.



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