



Shaver Associates

TALENT ACQUISITION. DELIVERED.

Talent Acquisition Consulting



Bring Talent to Your Team



NATIONAL RECRUITING EXPERTISE

With more than 25 years of focused industry experience and networking, we are expert at helping our clients to identify, source, and select the exceptional leaders every business seeks to enhance their success.

We are more than recruiters – we are your partners. Our approach places you and your company's unique needs at the center of everything we do. We take pride in our commitment to delivering candidates that align with your vision.



HOW WE DELIVER

We know what it takes for leadership to meet hiring goals, fulfill business plans, and fuel growth strategies.

Whether you're aiming to hire top talent, expand into new markets, integrate a merger or acquisition, or expand your team's leadership capabilities, we can help you build high-performing teams that will set you apart from your competition.

Anyone can fill a seat, but only a partner will find and deliver the right person. It's right there in our name.

Our Expertise

FOCUS ON SANITARY MAINTENANCE AND FOODSERVICE INDUSTRIES



SANITARY, CHEMICALS, AND CLEANING SUPPLIES

- Chemicals
- Cleaning tools and supplies
- Disposables
- Equipment



PAPER, DISPOSABLES, AND PACKAGING

- Primary packaging
- New packaging development
- Forecasting
- Stock management
- Customer relationship management



FOODSERVICE EQUIPMENT AND SUPPLIES

- Disposables / Packaging
- Equipment
- Furniture
- Smallwares
- Tabletop

Our Expertise

WE DELIVER TALENT FOR A VARIETY OF POSITIONS

Sales

- Vice President Sales
- National Sales Director
- National Account Manager
- Key Account Managers
- Regional / District Manager
- Territory / Field Sales
- Sales/Culinary
- International Sales Manager

Marketing

- Vice President Marketing
- Director of eCommerce
- Marketing Manager
- Social Media Manager
- Product Manager

Executive

- President
- Chief Executive Officer
- Chief Revenue Officer
- Chief Operating Officer
- General Manager
- VP Sales & Marketing
- VP Operations
- VP Manufacturing
- VP Engineering

Operations

- VP Operations
- Distribution Manager
- Branch Manager

Purchasing

- Purchasing Manager
- VP Inventory Replenishment
- Category Manager

Service & Repair

- Service Management
- Inside Service Manager
- Customer Service

Partnering With Us

FOCUS ON YOUR BUSINESS NEEDS

We focus on your business and providing you with the very best talent to drive growth and success. When you consider quality of new hires, the cost per hire, and retention rate; consider the established talent pipeline of quality candidates that Shaver Associates provides to improve your recruiting operations and workforce analytics.

CRITICAL RECRUITING

We narrow down the candidate pool so you don't have to. We have deep roots in our industry with personal relationships and familiarity with your competitor's bench strength. Our expertise helps you to minimize Time to Fill for critical roles and will improve the key performance indicator (KPI) for your recruiting operations and talent strategy forecasting.

OUR GUARANTEE

Our fees are earned after you hire our candidate through a successful placement. With this 100% contingent fee structure, the talent you gain is a mutual win.

Value Add of Talent Acquisition Outsourcing

BRING EFFICIENCY AND FLEXIBILITY TO YOUR INTERNAL RECRUITMENT PROCESS

- + Our reputation attracts many of the industry's top candidates who choose to work exclusively with us.
- + The success fee is quickly recouped with the ability of our quality candidates to produce incremental profit.
- + The industry's finest candidates are rarely found by searching the internet and personal networking.
- + We vet candidate references prior to sharing their resumes with our clients.
- + We present a candidate's track record and suitability with every resume we present.
- + Our guarantee insures peace of mind for our clients.

Avoid Pain Points of Internal Recruiting

WHEN TO USE RETAINED SERVICES

- + Limited time and resources
- + Time is a factor and you need to make a hire ASAP
- + The Board, PE Firm or Family requires no insider hires
- + Making a strategic hire in finance, engineering or technology
- + Discreet replacement of incumbent executives and professionals
- + When you want to partner with a single trusted advisor rather than have contingent recruiters blasting your information all over the internet
- + Succession Planning + Retained Search to maintain investor confidence
- + When you need to make a top 5% hire with no sacrifices

Partnering with Shaver Associates

HIRING THE RIGHT EXECUTIVE SEARCH FIRM TO CONSULT ON YOUR RECRUITING PROJECT CAN BRING A LEVEL OF TALENT TO THE TABLE THAT IS FAR BEYOND YOUR CURRENT EXPECTATIONS

- + Unique ability to spot amazing talent in highly competitive industries and global markets because we network chiefly in your industry
- + Industry knowledge to execute rapid and discreet searches with undeniable accuracy
- + Absolute confidentiality
- + Time sensitivity
- + Strong desire to make a top 5% hire
- + High touch, white glove process
- + Access to our deep, national executive relationships
- + Non-stop customer service around the clock

How does talent acquisition consulting work?

As your talent acquisition consultant, we partner with you to ensure you have access to the talent you require for today and tomorrow.

From employment branding and company culture consulting, to future of work planning and market research, we help you identify and assess the internal and external forces impacting your organization.

All our talent insights are backed by data to provide strategies that will deliver the right candidate.

What is the difference between recruitment and talent acquisition?

In short, recruitment is the term used to describe filling open positions.

Talent acquisition, however, focuses on an organization's long-term talent strategy. Talent acquisition plays a pivotal role in determining what talent a business will need not just today, but tomorrow.

References

Our client list features both private and public companies with annual revenues ranging from \$5M to over \$6B and remains highly confidential.

We would be happy to furnish references relevant to a particular search.



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