

Executive Supply Chain Recruiter

SCM TALENT GROUP

Asheville, NC

Note: (may consider Virtual for candidates with Supply Chain experience)

Position Overview

Due to increasing client demand and rapid growth (~90% annual revenue growth), we're in need of adding highly motivated, sales-oriented executive recruiting professionals to join our recruiting team. The Executive Recruiter role will focus on sourcing, screening, interviewing, assessing and placing candidates for both contract and permanent search assignments with our diverse portfolio of client companies throughout the United States.

This sales-oriented position requires frequent use of the phone, internet and various recruitment technologies to research and engage with candidates that work within Supply Chain Management, Logistics & Transportation, Distribution & Warehousing, Manufacturing, Strategic Sourcing & Procurement, Inventory Planning, Continuous Improvement, Quality, Operations and related disciplines.

Company Overview

SCM Talent Group is an innovative and rapidly growing executive search firm that specializes in connecting employers seeking top supply chain talent with professionals looking to advance their career, creating mutual success. The company was founded in 2004 by [Rodney Apple](#) who has worked as an Executive Supply Chain Recruiter for the majority of his 23-year career, both in corporate recruiting (The Home Depot, Coca-Cola, Kimberly-Clark, Cummins & PWC) and executive search environments. Rodney is very active within the supply chain community and has served as the [Supply Chain Career Coach for APICS](#) since 2014.

SCM Talent Group recruits across the end-to-end supply chain discipline with practice areas that include Logistics, Manufacturing, Global Sourcing & Procurement, Supply Chain Planning and Quality & Continuous Improvement. The firm offers a broad range of customizable services that include Retained Executive Search, Contract Staffing, Interim Executives and Contingency Search.

SCM Talent Group is headquartered in the South Slope district of downtown Asheville, NC and is within close walking distance to numerous restaurants, retail shops, art galleries, craft breweries, music venues, parks and pubs.

Primary Job Responsibilities

- Leverage the phone, best-in-class candidate sourcing and recruitment processes, tools and technologies to source and recruit top talent to fill permanent and contract job openings in a timely manner with our client companies
- Manage the end-to-end sourcing and recruitment process which includes gathering job requirements, posting job profiles, developing and executing creative sourcing & recruitment strategies, interviewing and assessing job applicants, candidate slate development and presentation, interview scheduling, offer negotiation, etc.
- Develop and foster relationships with supply chain candidates via phone, networking, supply chain associations, social media sites (LinkedIn in particular), our resume database and many other sourcing channels.
- Assist the company with our Inbound and Outbound Marketing efforts which includes sales pipeline research and development along with various Content Marketing strategies such as writing, publishing and socializing content e.g. blog posts, monthly newsletter, webinars, social media, etc.
- Continuously update our Applicant Tracking System (ATS) software by documenting all calls, conversations, client correspondence, interview progress, job offer details, client feedback, etc.
- Stay abreast of new and developing trends, tools and technology within the recruiting and staffing industry in efforts to enhance the company's sourcing and recruitment processes, systems, toolkit, etc.
- Participate in the company's ongoing Continuous Improvement initiatives that allow us to maintain an advantage over our competitors.

Ideal Requirements

- Bachelor's Degree preferred
- Results-oriented, money-motivated work ethic with a competitive drive to be the best
- 5+ years of professional work experience in one or more of the following areas: A) supply chain management, sourcing/procurement, manufacturing, operations or related, with a ***strong desire to move into a sales-oriented, wealth-generating executive recruiting role***; B) B2B sales experience, preferably with a services-oriented company e.g. logistics, transportation, 3PL services and/or C) recruiting experience within supply chain, logistics & transportation, warehousing & distribution, sourcing & procurement, manufacturing, operations and/or inventory planning
- Excellent oral, written and interpersonal communication skills required
- Ability to build and develop effective relationships at all levels within client companies and with candidates
- Strong business acumen, attention to detail and professionalism is a must
- Proficient in Microsoft Office applications including Outlook, Word, Excel and PowerPoint
- Experience with recruiting CRM/ATS programs, software and applications a plus
- Ability to work independently and collaboratively within a team environment
- Creative, strategic and entrepreneurial mindset

Compensation

SCM Talent Group provides a wealth-generating compensation package consisting of a base salary, uncapped commission plan, company-matching retirement plan, and contributions towards healthcare benefits. Relocation assistance to Asheville, NC is available as well.

Why Asheville?

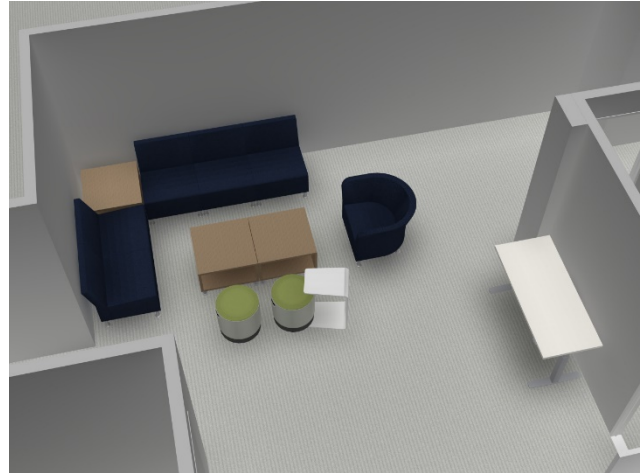


Asheville, North Carolina is located in the heart of the Blue Ridge Mountains which is home to award winning restaurants, dozens of craft breweries, world class music venues, and a plethora of outdoor activities such as hiking, mountain biking, kayaking, fishing, camping and more.

- ***Asheville was recently voted #1 Best Place to Visit in the USA in 2017 by [Lonely Planet](#)***
- Thriving in the arts scene, Asheville is home to incredible street art, the River Arts District, an area full of local artisans
- The Blue Ridge Parkway, America's most scenic highway, runs right through the city, and hosts an abundance of amazing hiking trails and scenic overlooks
- Asheville has more breweries per capita than any other US city, and has been named Beer City USA multiple times since 2009
- Asheville is consistently rated in major travel and entertainment media as a top city to live in and visit
- Home to the Biltmore, a 178,926 square foot home with historic gardens, restaurants, a winery, and more

Office Location:

SCM Talent Group recently purchased an office space located in the heart of downtown Asheville, NC, allowing for ample growth and expansion to accommodate increasing client demand. This new space is situated in the center of the booming South Slope brewery district, within close walking distance to numerous restaurants, retail shops, art galleries, craft breweries, music venues, parks and pubs.



Outfitted with a sleek, modern design, this workspace provides a nurturing, comfortable environment for employees to conduct business, and having a several breweries in our backyard is not a bad thing. This space allows for SCM Talent Group to quadruple in size so come grow with us!



Helpful Links:

- **Company Website:** www.scmtalent.com
- **Rodney Apple's LinkedIn Profile:** www.linkedin.com/in/scmtalent
- **Google Map of Headquarters:** <https://goo.gl/maps/YTAH5CHfctL2>
- **Explore Asheville, NC**
 - Asheville's Travel Guide: www.exploreasheville.com
 - Explore Asheville: www.romanticasheville.com
 - Asheville Accolades: www.exploreasheville.com/press-room/ranked-rated/
 - Things to Do: www.exploreasheville.com/things-to-do/
 - Local News: www.citizen-times.com/
 - Schools: www.zillow.com/asheville-nc/schools/

A closer look at the South Slope brewery district, home of SCM Talent Group:

