

CASE STUDY

BUILDING A SUSTAINABLE FUTURE FOR K-12 FOOD WITH THE PERFECT HIRE

THE CLIENT

Our client is a cutting-edge, entrepreneurial contract food service company. They're focused on earth-friendly and sustainable food practices across different sectors. For this search, they needed help placing someone in their K-12 vertical.

THE ROLE

The Business Development Director would strictly be selling within the K-12 vertical. Because the client's mission is focused on green food practices, the Business Development Director needed to be passionate about the company's mission and be a good cultural fit. As a fully remote company, they needed someone willing to work with autonomy.

THE CHALLENGE

This search was a piece of cake from the get-go. The biggest challenge was understanding the intricacies and nuances of the contract food service sales industry. Many candidates who worked for a distributor but sold into a contract food service provider felt that they were qualified, but that was unfortunately not the case.

HOW #TWICEASNICE PARTNERED

#twiceasnice Recruiting collaborated with the client to learn more about the industry and the cultural fit they were looking for. Once we understood the ins and outs of the sector, we built a list of competitors and engaged with passive candidates via sourcing efforts, setting up this search for success.

#TWICEASNICE RESULTS

Our first candidate submittal was "the one." On day 35, the candidate accepted the position with at least one other offer in hand. We ensured our client acted quickly, competitively, and communicated regarding offer terms and timeline.

WE'D LIKE TO PARTNER WITH YOU

We help our clients save money and hire better with our custom-built searches, 9.9% fee, and 18-month guarantee. If you need to find a partner to work on your searches, contact us.

From the Client Manager

"I think it all comes back to lots of collaboration and really understanding great lists of competitors or targets that we can go after passively to ensure that we're engaging with candidates with that niche skill set or that have that niche industry experience."

Katy Reardon
Client Manager



Region
Fully Remote



Industry
Contract Food Services



Role
Business Developer Dir.



#twiceasnice Savings
\$20,670



Placement Guarantee
18-months