

## CASE STUDY

# ANCHORING THE RIGHT TALENT FOR AN AREA MANAGER IN ALASKA

## THE CLIENT

Our client is a restaurant management group based in Colorado with restaurants around the U.S. They were looking for an Area Manager to handle their operations outside the continental U.S.

## THE ROLE

The Area Manager would oversee our client's restaurants in the Anchorage, Alaska area. This means the person needed to be local and have management experience. Initially, the client was looking for someone within the restaurant industry but discovered leadership qualities, location, and someone with multi-unit area management were more important.

## THE CHALLENGE

The location was the biggest challenge in this search as the candidate pool in Anchorage is small. Relocation was not a possibility. This was a search we needed to think outside the box for.

## HOW #TWICEASNICE PARTNERED

We've helped placed roles for this client for several years, but this was the first area manager. With the location being a challenge, we talked with the client about being open to other industry candidates. When they were, we found one that "blew their socks off," as our Client Manager said.

## #TWICEASNICE RESULTS

This client had worked with another recruiting firm to try and place this role. They came to #twiceasnice asking for help, and we were ready to tackle this search. On day 27 of the search, we introduced the winning candidate. Only 10 days later, after a meeting in a different state, they were offered the position on the spot.

## 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

"Their flexibility and willingness to open the search up to considering retail and teaching the restaurant side of things really made a huge difference. The lesson learned is to think outside the box, but still stay in the plane for the things they're trying to accomplish."  
Austin Rehorn  
Sr. Client Manager



### Region

Alaska



### Industry

Restaurant



### Role

Area Manager



### #twiceasnice Savings

\$9,250



### Placement Guarantee

18-months