

# Fusion

Trinity Executive Search is a leader in the recruitment of Supply Chain, Logistics and Transportation Professionals. We work closely with our clients, candidates and industry contacts to maintain our professional referral network. Our team assists organizations with their recruitment efforts as our clients continue to grow their team and our candidates attain their career objectives.

All of our services are provided in a fast, efficient, hassle-free manner to enable our clients to focus on other priorities. Each placement is a continuation of that integral relationship – our team, helping to grow your team.

about **Trinity**

## Our Guarantee

Trinity Executive Search is confident in their ability to source the ideal candidate for our clients and guide our candidates as they make the next move in their career. As a team we are committed to providing excellence and guarantee all our searches with a free replacement in writing.

## Top Talent

### Transborder Specialist - John

A highly motivated and results orientated professional responsible for coordinating the operation, dock, dispatch, cartage, customer service, International, Trans-border, Domestic, Customs and Logistics departments for one of Canada's largest freight forwarding organizations. John was directly responsible for the supervision of 9 managers, 186 supervisors, coordinators, and operation personnel. His ability to remain focused on the bottom line enabled him to carry his organization from a 4 million dollar annual deficit to a profitable company within 18 months.

### Director of Safety - Zach

Zach is a Professional Engineer with extensive knowledge and experience with the safe transportation and delivery of bulk liquids. His areas of expertise include health, safety and environmental services relating to various bulk liquid industrial and manufacturing fields. Zach was directly involved in the emergency spill response and Industrial Hygiene management of a major oil and lubricant company's supply chain including product sourcing and supply, distribution and warehousing resources, forecasting, planning, 3rd party manufactured goods replenishment processes. Zach graduated from the University of Ottawa with a Bachelor of Sciences specializing in Civil Engineering is an active member of the Professional Engineer's Association of Ontario.

### Distribution Leader – Robert

Robert manages the total logistics for a major manufacturing plant with 65 direct reports delivering to 32 regional depots daily. He has rationalized and redesigned warehouse layout, truck loading patterns and logistics system to increase capacity from 79% to 88% over two years and achieved savings in excess of \$100,000 per annum. Robert has the ability to handle an extremely fast-pasted environment and make effective and accurate decisions. He has progressive experience in all aspects of warehousing, inventory management, fulfilment and quality control. Robert has his diploma in Business Management and a Bachelor in Mechanical Engineering.

For additional details on the above candidates or to review more top talent please review our website at [www.trinitysearch.ca](http://www.trinitysearch.ca)

Fusion is defined as becoming united or blending together. We chose "Fusion" as the identity for our newsletter as the Trinity team unites industry leading clients and candidates to assist in building successful organizations.

"Fusion" will offer our clients an inside look at the Trinity Executive Search team, an overview of recent top talent and tips on how to attract and retain your organizations most valuable asset. We will include a question section in our newsletter that will review our most frequent inquiries.

We are interested in your feedback so please let us know your thoughts on our new newsletter and any suggestions that you may have.

Why **Fusion**



## DISCOVER the **TRINITY** Advantage

Trinity Executive Search's team is our key advantage. Our team of consultants take the time to understand our clients and candidates motivation in order we continue to provide excellence.

The key to our success is:

1. Our commitment to abide by a proven process
2. Our dedication to excellence
3. Our ability to qualify candidates

The clear advantage of partnering with Trinity Executive Search is our ability to source qualified candidates for our clients through our proven process and dedication to excellence.

# How to Hire the Best

Your organization's continued growth and success depend on making smart choices and hiring the best. Today's economy is exploding with talent, allowing you to be selective about the staff you hire. Yet, the crucial step to filling a position is finding the right talent for your organization – someone that has the skills for the job easily blends with the culture, interacts well with the team and believes in your mission.

To help you learn how to hire the best, it is important to learn about effective hiring and selection skills.

## Before the interview:

Know what you need. You can easily miss this step because you've got other responsibilities. Determine the key competencies required and provide the required skills and qualifications to Trinity Executive Search. The more information we have, the better able we are to find the perfect candidate to match your requirements.

Look at what works.

What personality traits make someone a good fit for your culture?

Is your organization laid back or formal?

Do people work 9-5 or round the clock?

Provide Trinity with as much information as possible to assist us in determining whether the candidate will adapt well to your organization's culture.

## During you interview with the candidate:

Ask the right questions. Dig deep to find out whether a person is more comfortable with details or the big picture; is a self-starter or an order-taker. Create questions that will give you the answers you need. If time management skills are required for instance, you might want to ask, "What is your method for organizing your day?" Compare what each candidate says to determine who is strongest in this area. Too often interviewers turn an interview into a "grocery list" of their wants and needs. Ask focused questions and then listen carefully. Take notes.

## Go with your gut:

Determine the key job requirement's, provide accurate information and feedback to Trinity and asked questions that would ascertain the skills required. The hiring decision should be a natural next step. Sometimes, however, you can't put into words why someone is or is not clicking with you. If you aren't sure whether to trust your intuition, perhaps you may be interested conducting a personality or skills assessment to verify your instincts.

## Here's a final tip:

After conducting all the interviews, I recommend that you use a simple grid to help choose the best candidate. Simply put the names of each candidate horizontally and put the job requirements or key competencies vertically. Then make up a scale from 1 to 5, with 5 being the highest rating. Rate each candidate from 1 to 5 on each of the job requirements or competencies. The person with the highest ratings is probably your best choice.

Above all else, consider input from Trinity and trust your collective judgment.

Resource: Judith Lindenberger

*This segment of our newsletter will provide feedback to our clients most common inquiries. In our first edition of Fusion, we have included some answers to key questions that you might have.*

## Who can I contact at Trinity Executive Search to discuss your recruitment process and how it may benefit our organization?

At Trinity Executive Search, our team of experienced search consultants would be happy to discuss the many benefits of partnering with our team. As a leader in the recruitment of Supply Chain, Logistics and Transportation Professionals we understand that you have many initial questions regarding our service. You can contact any member of our team for additional information at 1-866-740-7890 or [info@trinitysearch.ca](mailto:info@trinitysearch.ca)

## We are considering placing an advertisement on a major job board for a senior management role that we must fill. What would be the advantage of partnering with Trinity Executive Search rather than placing the advertisement?

Posting openings at your organization on a major job board ensures that the entire industry is aware of your internal company openings. Postings often attract an abundance of résumés although they rarely attract the key performers that are focused on their career and not surfing online websites. When you partner with Trinity Executive Search we represent your company to the top talent in the industry in a confidential manner. We never place ads.

If you have questions please forward them to [info@trinitysearch.ca](mailto:info@trinitysearch.ca) and we will respond directly and may feature your question in the next issue of Fusion.

## ...Our Team

The Trinity Executive Search team is lead by Executive Director Chantal Brassard. She is a dynamic Human Resources Professional with over 10 years of recruitment and placement experience in all areas of Supply Chain, Logistics, Transportation and Distribution. Chantal is an expert in managing the recruitment process effectively as well as ensuring the lines of communication remain open at all times.

Kathryn Brown is the Manager of Office and Administration. Her creativity, energy and enthusiasm are encouraging for all who contact Trinity. Her excellent customer service skills both internally and externally ensure all your needs are met.

Our Executive Search Consultant, Sarah Mumby is investigative, creative and highly personable. She is driven, dedicated and ensures success for all involved in the recruitment process.

Please contact any member of the Trinity Executive Search team at 866-740-7890 to find out more about the Trinity Advantage.



The Trinity Executive Search Team