

## Top Sales Staff Back in Demand

### European recruitment specialists report vacancies in forwarding and logistics are soaring

**D**emand for good sales staff in forwarding and logistics has seen a strong increase in recent months, according to recruitment specialists in Europe.

Several members of recruitment network Experts for Experts (e4e) said customers had continued to seek top sales executives throughout the recession, but demand had grown strongly since the end of the summer. These individuals had become "as rare as diamonds now", Urs Hug, e4e chairman and managing partner at recruitment agency Meneghin & Partner, told IFW. He said Meneghin & Partner now had more than twice the number of vacancies on its books than six months ago.

"Many sales executives do not want to change jobs, despite very attractive offers," said Hug. "In the continuing uncertain economic climate, they are afraid that in a new restructuring round they could quickly lose their job, based on the principle of last in, first out. "In addition, far-sighted employers look after their top performers well and try to keep them under any circumstances." E4e founder Fritz Schultze, responsible for Portugal and Germany, said demand varied according to seniority and skills.

"At high level, it has been difficult [to fill vacant positions] because people do not want to move, but at a lower level, there are a lot of people out there," he said. "But clients always say to us, 'if you have any good sales people, we will take them'. I have never heard this so many times as in 2009." Dick Binkhorst, CEO of Plimsoll and e4e's Netherlands representative, said: "In recent weeks, clients that had stopped recruiting have come back into the market. But all the positions are related to business development or sales."



*Pictured (L-R Back Row): Dirk Holstein, Management Partners Italy; Santiago Tarin, Master Consulting Spain; Olli-Pekka Laitinen, Cargomasters Finland; Larry Woelk Bis Henderson, UK; Urs B Hug Meneghin & Partners, Switzerland; Mark Botham Bis Henderson, UK. (L-R Front Row): Kai Uimonen, Cargomasters Finland; Michel Seegmuller, Experts for Experts France; Mongia Magill, Experts for Experts Far East Hong Kong; Fritz Schultze, Experts for Experts, Dick Binkhorst, Plimsoll Netherlands.*

But Larry Woelk, business development director for UK representative Bis Henderson, said availability of good people varied from country to country. "In the UK, there are quite a few high level people available," he said. "I have had former employers phone me and say: "This person is really good, but I just had no choice but to let them go." Santiago Tarin, of Spanish representative Master Consulting, said: "In Spain, certain kinds of candidate are difficult to find, because once they reach a certain level of seniority, they do not want to risk being the last one in [to a new company]." Dirk Holstein, from Italian representative Management & Partners, said: "When the level of business increases again, we will have as big a lack of decent people as ever, because so many people have stepped out [of the market] or been deselected."

*\*This Article appeared in International Freighting Weekly on 8 November 2009*



# Experts For Experts Partners with Global Institute of Logistics to host Global Transportation Discussion

## Guests at exclusive networking event confirm the need for collaboration in times of crisis

Experts for Experts joined forces with the Global Institute of Logistics (GIL) in Birmingham, UK on October 28th to combine e4e's 28th global partner meeting with GIL's annual European dinner. With representatives from more than 20 countries, attendees covered a broad spectrum of transportation and logistics sectors from ports and shippers to forwarders and manufacturers.

As part of the networking dinner, GIL Chief Executive Kieran Ring moderated a town hall-style debate discussing macro drivers affecting global maritime logistics, responding to

the crisis, and the success of the UK model of port development as it pertains to container logistics. Guests shared their experiences of supply chain successes and failures and gave their endorsement to collaboration in these difficult times to overcome trade barriers.

At the event, GIL Chief Executive Kieran Ring also confirmed the appointment of e4e's Dick Binkhorst to its Global Board of Advisors. Dick's appointment reflects the Institute's desire to assist the public sector in a post financial crisis world in attracting the necessary talent needed to discharge its increasing role in



the private sector. This expansion will see transport and infrastructure authorities play a

more prominent role as principal investors, alliance builders, and economic strategists.

## New Experts For Experts Partner in Finland & The Baltics

Cargomasters, a Helsinki based consulting firm, has become shareholder of Experts for Experts International and partner for Finland and the Baltics

After the sudden death of Ilmo Koskinen, e4e's Nordic partner at the end of last year, Cargomaster now continue the network's representation in the region.

Cargomasters was founded in 1994 and the team consists of experts who all have a long working history in top management positions in different logistics companies. Cargomasters staff has over 20 years experience in logistics and experience in Russian transit since 1992. Their specific knowledge of business in the Baltic States and Russia is

particularly useful for those seeking access to those markets.

Mr Urs B. Hug, Chairman of the Executive Board of Experts for Experts agreed that this expansion of the Network was particularly important as it increases capability in the Baltic and Russian Markets.

"We are very happy indeed to have Olli Pekka Laitinen and his team on board. These well known experts of the sector in this important region with high potential truly add value to the network."

Mr Olli-Pekka Laitinen, Chairman of Board of Cargomasters said that "The Cargomasters Group employed, before the sale of some of its activities over 110 of the best people in Finland, the Baltics and Russia in

6 operative companies. We have been in the logistics business for over 20 years and as a result we believe that we know and we are known by people in the logistics business in the region. This knowledge we are now devoting to look for experts for our potential customer organizations and we look forward to the new opportunities our partnership with e4e will bring."

### Olli Pekka Laitinen Biography

Chairman of Board of Cragomasters, Olli-Pekka Laitinen has been in business for the past 40 years, working as a port foreman, salesman and – manager, marketing manager, country manager and managing director in shipping, forwarding, trucking and surveyor companies. Cargomasters shipping



Olli Pekka Laitinen

and forwarding business was established in 1988 and expanded to include Russia and the Baltics in the early 90's. Today Cargomasters concentrates on consulting.

