

# Case Study

## Rexel - National Logistics Manager

Rexel is a global distributor of electrical supplies and services, operating within three main markets; industrial, commercial and residential. Its client base ranges from sole trader professionals to large scale facilities management companies, as well as mid-range and national house builders and industrial construction companies.

Over the years, the Rexel Group has grown through acquisition and operates through long established brands. Combined it has 320+ outlets across the UK. The business has achieved the status of market leader through a combination of international reach, breadth of coverage, product quality, wealth of product knowledge at a local level and high levels of customer service.

### **Purpose of Project / Business Challenge**

Rexel has recognised that its sector is changing. Face to face interaction is reducing and remote ordering is becoming the norm. Thus, reducing in part its ability to build strong personal relationships with customers. Combined with this, Rexel has a transformation strategy to cement the parent brand, and redefine the Rexel name in the market; strengthening its customer proposition, product availability and added value is pivotal to the growth agenda.

As part of the increase in value proposition, Rexel has embarked on a logistics re-organisation which involves strengthening their NDC, ERP upgrade and developing a strategy to enable core stock availability within a 2-hour drive of customer sites. As is the case with most transformations, strategy implementations of this scale require strong talent.

### **Challenges faced for the National Logistics Manager Search**

- ◆ Finding top talent that was enticed to join what is perceived to be a more traditional company and market place;
- ◆ Seeking candidates that have a balance of skills in both warehouse operations, transport planning and network experience to manage the 320 strong fleet;
- ◆ Finding a strategic operator that is respectful of the Rexel culture and long standing team members;
- ◆ Balancing the needs of the business to ensure that the skill sets required complement the longer standing employees and that candidates have the right degree of emotional intelligence to fit in with the team;

### **Solution and result**

Rachel McGowan-Kemp, head of Holmes Noble's Supply Chain and Logistics practice, led the search, supported by our in-house research team. Both worked together to ensure high calibre individuals were identified for the National Logistics Manager role, shortlisting within five weeks. As a result, we engaged with 143 professionals to reach a shortlist of four highly credible and well qualified candidates being invited for first stage interviews, with two very strong individuals moving through to second stage, prior to appointment.

Throughout the assignment process, Holmes Noble provided a bespoke project plan to Rexel, allowing for complete transparency and clear milestones of delivery. As a result of our research, we were able to provide valuable market and salary insight. Holmes Noble's specialist team were able to understand the organisational culture, the changes happening within Rexel and the specific requirements of the candidate specification, saving valuable time for the hiring managers involved.

**For more information on Holmes Noble's specialist recruitment solutions please contact [rachel.mcgowan-kemp@holmesnoble.com](mailto:rachel.mcgowan-kemp@holmesnoble.com), alternatively visit our website [www.holmesnoble.com](http://www.holmesnoble.com)**