

Luxury CPG Brand:

Confidential Executive
Candidate Search



A leading luxury consumer product goods brand in Austin, Texas needed help confidentially hiring executives.

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Executive Summary

A luxury CPG brand was expanding quickly and needed help recruiting for key roles. They required assistance hiring executive level sales, design, and product roles. And they needed senior recruiting experience to fill these jobs without the expense of hiring in-house.

Challenges

The company would periodically ramp up hiring and needed to fill specialized, executive level roles confidentially and on demand. The company's internal teams weren't able to handle the influx and needed extra recruiting resources. They needed to find candidates without having to add another full-time recruiter to their payroll so they approached ExtendMyTeam.

WHY EMT?

The director had previously hired EMT at another company where she'd been a director. She hired us again because of the quality of work and reliability she'd come to depend on. She appreciated the professionalism of the client interface and our ability to work on roles independently with little oversight. There was already a lot of trust built from the previous relationship.

How EMT Helped

We worked on several confidential requisitions that their own team could not. By being 3rd party, we were able to confidentially build an external candidate pipeline for these roles through passive candidate sourcing, creating a layer of anonymity for the client company until a candidate had been adequately vetted and selected to be brought in for further interviewing.

Results and Return on Investment

Normally, work like this goes out to executive search firms, and it costs about 30% of the total salary (usually executive salary) to hire. In this case, they were able to leverage their same hourly rate with us to conduct these confidential searches. On a salary of \$200K+, an executive search firm would take a minimum of \$60K. We could work on a role for 1 month and build a pipeline of candidates at just \$13,600 for the month. Even in the rarer, but more challenging searches where we could be looking as long as 3 months, they were still saving about \$20K. We worked on an average of 4 of these searches per year, resulting in a savings of \$80K.

"We placed an average of 4 candidates per year, adding up to about **\$80K in savings** compared to alternative options."

What Makes EMT Different?

The director knew we brought experience and expertise. She always put us on the toughest roles with the most discerning internal clients, knowing that we could handle the heat and manage expectations. She often received notes from her hiring managers working with us about the level of confidence they had in the work we did, how pleased they were with the candidates, and the rapid pace at which we could fill a role.