

# Atlantic Research Technologies' Recruitment in the Logistics & Supply Chain Sector

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Atlantic Research Technologies (ART) has maintained a specialized global executive search practice in the Logistics and Supply Chain Services sectors since its founding in 1987. The firm's expertise is defined by a deep understanding of the "logistics equation," covering the needs of both manufacturing customers and logistics service providers.<sup>1</sup>

## Sector and Technical Specialization

ART's logistics practice covers the entire movement of goods by air, land, and sea, categorized into several technical segments:

- **Procurement Logistics:** Focuses on the inbound flow of raw materials, including supplier selection, global sourcing platforms, and contract negotiation.
- **In-Plant and Production Logistics:** Expertise in material handling systems (AGVs, conveyors), inventory control (Kanban, WIP tracking), and production scheduling.
- **Warehousing and Inventory Management:** Sourcing leaders for storage operations, automated storage/retrieval systems (AS/RS), distribution center management, and fulfillment services.
- **Transportation and Distribution:** Recruitment across all freight modes, including road trucking (LTL/FTL), rail intermodal, air cargo, and ocean container shipping. This includes specialized roles in route optimization and fleet management.
- **Service Provider Models (1PL–5PL):** ART recruits for all levels of external service integration, from basic trucking (1PL/2PL) to full 3PL core outsourcing and sophisticated 4PL/5PL end-to-end digital orchestration.

## Functional and Geographic Scope

The firm recruits primarily for upper- and middle-management roles across all critical corporate departments within the logistics sector:

- **Leadership Tiers:** Common placements include CEO, COO, Chief Procurement Officer (CPO), VP Logistics, and Managing Director.

- **Departmental Coverage:** Beyond general management, ART fills strategic roles in Sales and Marketing, Finance, Supply Chain Operations, IT (ERP Specialists), Human Resources, and Legal Administration.
- **Global Footprint:** Recruitment is conducted at national, regional, and global levels across over 100 countries on six continents. ART acts as a "virtually local" firm in over 1,500 metro areas.

## Sampling of Past Executive Search Assignments

Past assignments illustrate ART's ability to identify "human bridges" for international firms expanding into new markets:

- **USA Business Head – Logistics Services:** Recruited for a major global multimodal logistics provider to build brand equity and manage freight forwarding and warehousing solutions.
- **EU Sales Manager – Logistics (Netherlands):** Tasked with selling air and sea cargo services to the Chinese market in Europe, requiring English and Mandarin fluency.
- **Trade Lane Manager – Logistics (Dubai, UAE):** Focused on developing trade lanes between the Middle East and the European Union.
- **VP Global Sourcing – Consumer Products:** Reporting to the SVP of Global Logistics and Supply Chain, this role managed a global team across New York, China, and Europe.

## Methodological Approach

ART distinguishes itself in the logistics sector by viewing executive search as "an art" rather than a bureaucratic or AI-driven process.

- **Achievement-Focused Vetting:** Recruiters look beyond deceptive job titles to focus on a candidate's specific achievements, duties, and suitability for the client's unique business culture.
- **Direct Headhunting:** The firm explicitly rejects online advertising and automated screening tools, relying instead on a "direct approach" to proactively source high-caliber candidates from competitors.
- **Continuous Operations:** ART maintains a 24/7/365 operational model to eliminate time zone lags for global logistics firms.