



*Service Information 2017*

[www.dsaexecutive.com](http://www.dsaexecutive.com)

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***Executive and Management Recruitment***

**LOGISTICS & SUPPLY CHAIN ♦ FMCG ♦ WASTE & RECYCLING  
OIL & GAS ♦ RETAIL LOGISTICS ♦ MANUFACTURING  
SALES & COMMERCIAL ♦ SHIPPING & AVIATION**

**EXECUTIVE COACHING ♦ PSYCHOMETRICS  
RECRUITMENT STRATEGY ADVICE  
ROLE SCOPING & BUSINESS STRUCTURE**

***UK & Worldwide***

# *about dsa*

## *UK and Worldwide Solutions*



- **30 years experience in recruiting the best leadership teams**
- Providing tailored solutions for management recruitment and leadership development
- ***Specialist sector expertise in the UK and Worldwide***
- Wide range of networks and memberships of industry specific forums
- **BPS accredited** - offering a full suite of Psychometric Testing and Assessment tools
- ***Cutting edge research software to support our in-depth knowledge of the market***

# *executive search & selection*



*Confidential, focussed and tailored specifically to your requirements*

- **Total commitment to client satisfaction, providing a thorough, collaborative and consultative approach to leadership acquisition;**
- *Our clients enjoy a relationship of challenge and constant review of the best talent in the market*
- *Our dedication and focus ensures our business partners retain a competitive edge*
- *We offer dedicated search, advertised selection or a combination of Search & Selection*

# *executive interim*

*A solution for short and medium term projects  
across all functional areas of your business*

- Short and long term interim solutions
- Flexible solutions to optimise the workforce
- Bridge critical or unexpected unemployment gaps
- Fill temporary vacant posts
- Strengthen an existing team where specific skills or resources are lacking
- A practical and cost-effective solution for discrete, “one-off” projects

# *contingent recruitment*

*Effective where there is a wider pool of talent to recruit from or where sector skills may not be critical*

- Pre-screening of candidates
- CV presentation within a short time frame –  
*“no placement, no fee”*
- Use of our extensive in-house database:  
*18,000 contacts plus unlimited online resources*
- Access to additional candidates through subscribed searches
- Comprehensive advertising
- Use of our substantial network of connections and contacts

# *leadership development*

***Our Management Development and Leadership Programmes are bespoke to each individual business***

- Plays a vital part in harnessing the collective and individual talents of your business
- Enables employees to deliver organisational objectives and optimum performance
- Helps deliver significant performance improvement and champion development
- Bespoke programmes including;
  - *Training needs analysis*
  - *Psychometrics and assessment centres*
  - *Coaching and mentoring*



# *executive and management coaching*

***Coaching for Managers, Directors,  
Business Owners, Entrepreneurs and CEOs***



- Designed and delivered by fully trained and experienced Business Coaches
- Coaching to reach personal and business goals
- Teams and Individuals
- Use of blue-sky coaching methodologies and traditional coaching – neuroscience, system dynamics, positive psychology
- Tailored to suit the needs and requirements of the business in all issues and circumstances
- Proven results impacting performance, profitability, work ethic, motivation and achievement

# *sector expertise*



**DSA provide executive recruitment and organisational development solutions in the following industry sectors:**

- Supply Chain & Logistics (All Sectors)
- Retail Logistics
- Transport & Distribution
- Shipping, Aviation and Rail
- Manufacturing
- Aerospace & Defence
- Oil & Gas
- Renewable Energy & Recycling
- Healthcare and Pharmaceutical



# *example assignments – executive search*

- **HR Director** – *Global Logistics*
- **Logistics Director** – *Tier 2 Automotive (Germany)*
- **New Executive Board** – *Network Logistics*
- **Supply Chain Director** – *Global Chemicals*
- **Logistics Director** – *Retail FMCG*
- **Supply Chain Manager** – *Multi site wholesale*
- **Finance Director** – *UK Network Logistics*
- **Transport Manager** – *European Supply Chain*
- **Global Account Manager** – *Global Logistics*
- **Manufacturing Manager** – *Global Aluminium*
- **Supply Chain Manager** – *Tier 2 Automotive*
- **Global Partner Managers** – *Temp Controlled Logistics*

# *example assignments leadership development*

- **Assessment & Leadership development –**  
*Manufacturing Business*
- **Training and Development programme –**  
*Independent Logistics Business*
- **Assessment of senior management team for  
succession planning –** *Global Logistics Business*
- **Psychometric profiling of senior team –**  
*Logistics Solutions Business*

# *how we do it*

- Use of extensive networks
- In-depth sector expertise
- Use of cutting edge research software
- Extensive in-house database
- Recommendations and testimonials
- Internet advertising and research
- Regular attendance at industry events

# *why use dsa?*



- **30 years experience in senior and executive recruitment**
- Extensive sector expertise
- Wide network of contacts
- Proven track record
- **BPS Accredited** – *wide range of psychometric and assessment tools*
- Tailored solutions

# testimonials

*“DSA are highly professional and understanding recruiters. Their skill with us was to be able to focus on the on the profile and personality we were looking for and target the search on that rather than on resumes. They think out of the box and can be very creative and understanding, one of the best recruiters I have worked with anywhere in the world.”*

**MD Global Manufacturing Business**

*“I have used DSA on a number of occasions in different businesses for senior management and Board Director roles. On each assignment they have delivered top class candidates from just about every sector. Their key strength is their ability to quickly understand the brief required and offer help and advice to ensure the right candidates are approached. They are then thoroughly interviewed and a written synopsis produced as well as a detailed CV, which I found invaluable. I would have no hesitation in recommending DSA where a professional senior management engagement is required.”*

**MD Express Distribution Business**

*“We worked with DSA for the recruitment of a senior executive, and were extremely happy with the results. Diane and her team operate at a level of professionalism and integrity not often found in this industry, and we would recommend them without any reservation.”*

**Chairman and CEO Global Supply Chain and Logistics Business**

*“ DSA worked with me in consideration of a senior Director role in Logistics and all times displayed utmost professionalism, regard and transparency in all their dealings. They were, and continue to be, a pleasure to partner with on executive assignments where their industry knowledge, judgement and understanding are pivotal in making all their assignments work for both the candidate and the client.”*

**COO Global Logistics Business**

# case studies

## Automotive Remanufacturing T/O £115M (UK Division)

***“The candidates that DSA presented to us not only matched our professional skills but also fitted our culture. The team have acted with professionalism and dignity at all times...”***

- **Retained assignment for the immediate recruitment of 6 Middle & Senior Managers**
  - *Business Unit Manager x2 (Supply Chain/Production)*
  - *Business Unit Leader (OEM)*
  - *Chief Engineer*
  - *Product Quality Engineer*
  - *Team Leader*
- **Urgency of the roles required 2 Interims (Supply Chain/OEM)**
- ***Following the success of filling the original roles, DSA were then assigned for the recruitment of 6 further vacancies***

# *case studies*

## **Active Cold Chain - Manufacturing & Logistics T/O £75M**

***“Diane and her team put together a solution for me and were successful in recruiting a highly professional team who have increasingly added value to the operation...”***

- Assigned in 2015 to complete a number of commercial assignments from £30,000 to £65,000
- ***Global Partner Manager – APAC / EMEA / Dubai***
- ***Partner Sales Developer – Americas / EMEA***
- Urgent roles – recruited for concurrently
- Specification required previous knowledge of the country and/or specific location
- Candidates were successfully identified and progressed to interview stage within 1-2 weeks
- ***Assignments were duly completed and further business assigned to DSA***

# case studies

## Express Logistics & Distribution – Overnight and Contract T/O £80M

***“Understanding our business and having expert knowledge of our industry has been key to finding suitable candidates. DSA’s communication and presentation in the market is of the highest standard.”***

- ***Solid reputation established over 10+ years on providing recruitment services for the company***
- Tasked with recruiting numerous roles (£30,000 to £85,000) including:
  - *Regional HR Assistants*
  - *Regional HR Managers*
  - *Depot Managers*
  - *General Managers*
  - *Transport Managers*
  - *Fleet Managers*
  - *Directors*
  - *Various Interim*
- Provided numerous psychometric assessments to ascertain competency and suitability of existing personnel as the company went through major structural change
- Assisted in recruiting different levels of personnel as the company expanded into contract logistics
- ***Success in placing several experienced personnel throughout the UK operation***



# *dsa key contacts*



## **Diane Southwick – Managing Director**

- *FCILT, BA (Hons), Dip Market Research*
- *MSc Coaching and Behavioural Change (current)*
- *Qualified Psychometrics A & B*  
*RQTU British Psychological Society*
- *Over 20 years experience in industry and executive recruitment*

## **Alan Jones – Non Executive Director**

- *FCILT (Elected Board Member)*
- *Member Institute for Turnaround*
- *Over 25 years experience in industry*  
*CEO £120m short sea shipping business*  
*MD major global logistics businesses*

# *contact*

## *dsa executive*

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