

STANTON CHASE

Supply Chain, Logistics & Transportation



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Stanton Chase is a global leader in executive search and leadership consulting with extensive experience across numerous industries and functions.

Established in 1990, Stanton Chase is a leading global executive search firm. With 350 expert consultants in over 70 offices across 45 countries, Stanton Chase is unique in the field of executive search, offering clients the global reach of one of the world's ten largest executive search firms, complemented by the industry expertise and personal relationships usually reserved for small boutique practices.

Our offices worldwide boast more than 350 senior consultants with unparalleled knowledge of their markets. Our specialists have a thorough understanding of our clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions.

Strong collaboration and lasting relationships between our senior consultants ensure continued access to world-class candidates for our search engagements.

Internationally renowned research firms continuously rank Stanton Chase among the top executive search firms in terms of reputation and market share.

All of our consultants have extensive experience and key relationships in the industries in which they serve.

They are organized by industry and function to work as a seamless unit to understand client needs, analyze talent landscapes, and ensure an expeditious search process for each and every engagement.

Over 70% of our work comes directly from long-standing clients. We nurture relationships with clients and candidates through knowledge, ethics, professionalism, our consultative process, and our commitment to assembling world-class leadership teams.

Supply Chain, Logistics & Transportation

Like the supply chain, our leadership acquisition team goes end to end. Origin to delivery. Whether around the corner or around the world, our consultants have the know-how and the market knowledge to deliver the executive talent our clients expect and depend on. Our global reach and in-depth industry knowledge are unparalleled in the search industry. Down to earth in our approach and in our client relationships, the Stanton Chase SLT practice team is as diverse and focused as the clients and geographies we serve.

Supply chains are successful when the right people are in the right jobs. Our experts give you access

to executive leadership in the industry that is knowledgeable, experienced, and up-to-date, whether on the service-provider side of the industry or on the client and customer side. Asset-heavy to non-asset, strategic sourcing to delivery, and all steps in between. Today's successful industry leaders need to know the details of technology, security, geography & culture, legal & regulatory, and a host of technical competencies that keep the planes flying, the ships sailing, and the wheels turning. We know who they are, we know where they are...

Our scope includes:

Supply Chain Management (SCM) 21%

- » Strategic sourcing & procurement
- » Operations management
- » Information technology
- » Logistics optimization

Aviation 17%

- » Airlines, passenger & cargo
- » Airports, terminals & fixed-based operations
- » Airline services

Maritime 20%

- » Carriers
- » Ports
- » Terminals

Rail & Road 19%

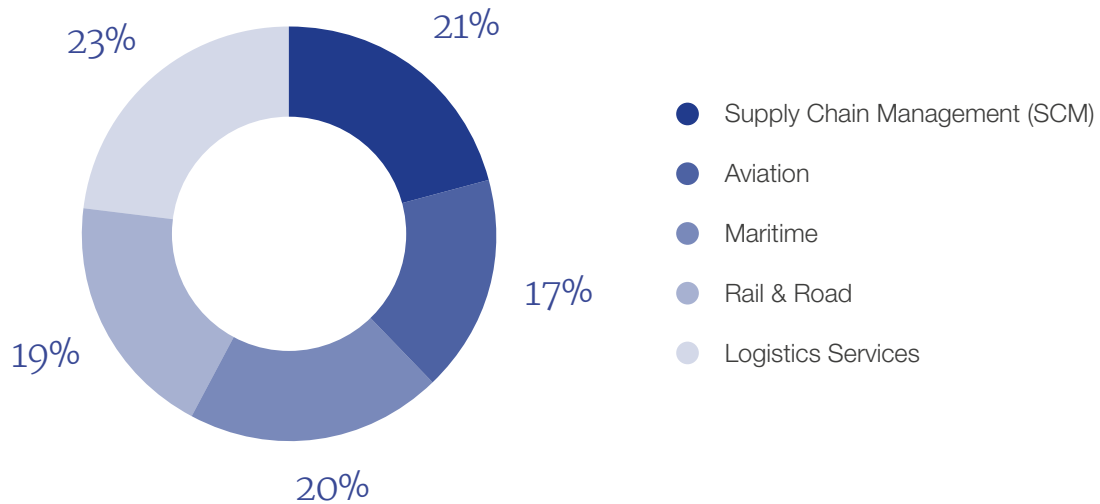
- » Passenger
- » Cargo
- » Infrastructure, operators, bridges & toll roads
- » Dedicated service providers & suppliers

Logistics Services 23%

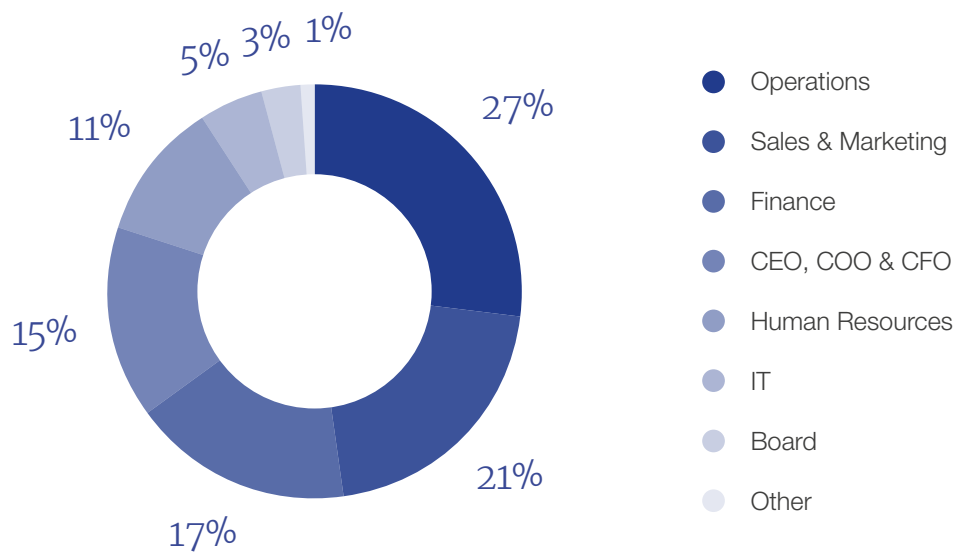
- » Third-party logistics
- » Freight forwarding
- » Warehousing & contract logistics
- » Transportation management
- » e-Commerce services

STANTON CHASE

Experience by Sector



Experience by Function



Foundation of Success

Stanton Chase delivers commitment

More than 70% of our business is derived from repeat business with existing clients. We attribute this to the successful, long-term relationships we have forged with our clients.

True partnership

We consider our relationships with clients to be partnerships. Our senior consultants with the necessary subject-matter expertise interact closely with our clients to execute all searches with precision.

We offer our clients the benefits of a global firm, while we are locally structured to act and operate as a boutique. Extensive immersion is our policy – we get to know our clients in depth, becoming as familiar as possible with their culture and industry.

Candidates that fit the corporate culture

Our client relationships are not standard business relationships. We are our clients' trusted partner and understand their specific problems, as well as their business and culture, ensuring the selection of the best candidates with the best fit.

We identify the most important factors for success within an organization, involving the senior management team to identify the critical leadership practices. Then we go into great depth to analyze and understand each candidate – not just their past performance and track record, but also their character, background, and personality.

The result is fit-for-purpose leaders who are successful and loyal.

Full transparency

We realize that clear and open communication is paramount in our relationships. To avoid any potential misunderstandings and surprises, we proactively provide clients with complete transparency throughout the entire search process, ensuring the largest measure of integrity, honesty, confidence, and trust.

“Stanton Chase has a true understanding of my business; they are an extension of our culture.”

Our Unique Process

Consultative approach

Each engagement begins with in-depth interviews with key stakeholders. A position description is developed to identify the requisite experience, technical skills, and critical leadership competencies necessary for top performance.

Once finalized, we use this position description, along with an agreed-upon search strategy, as the foundation for the search. We are in constant communication with the client throughout the entire process, providing insights and analytics for benchmarking.

Talent attraction

Each engagement is customized and uses current research to identify suitable candidates. Our local consultants interact with the candidates in person, taking the utmost care to attractively present the opportunity to the best candidates. In this way, we are able to attract the best potential talent to perfectly fit the position.

Access to top talent globally

Our offices and partners worldwide give us the ability to access top talent across the globe.

Talent assessment

In-depth, face-to-face interviews enable us to further assess the candidate's level of experience, capabilities, and leadership competencies against key selection criteria in the position description. We leverage a range of assessment tools to provide better insight into a given candidate's motivations and odds for success in a specific position. Final recommendations are presented to the client, supported by detailed candidate profiles and evaluations of the candidate's strengths, weaknesses, and motivations.

“Stanton Chase really cares about us. They go the extra mile at every step of the process.”

STANTON CHASE

Talent acquisition

With top talent at a premium, a meticulous presentation of our client's organization and the available opportunity is vital. We carefully represent our clients in the marketplace and make the available position as attractive as possible for each identified candidate.

Based on the personal relationship our senior consultant forges with each candidate, we are able to gain a deep understanding of these individuals. We take great care in ensuring a perfect match between the candidate and our client's opportunity.

Candidate onboarding, integration and coaching

We work to understand the undercurrents of your organization and the implicit effect of policies and procedures. We identify the stewards of your corporate culture, the formal and informal influences, and the prevailing mindset of your company as an institution. This helps to ensure the successful onboarding of executive hires.

By means of early-stage engagement assessment, we make the necessary adjustments, manage expectations, and take immediate action to minimize gaps. We obtain feedback from trusted sources in order to help new team members become as effective and efficient as possible in the shortest period of time.

Our undivided attention

Specializing in senior executives, we accept only a limited number of engagements. This allows us to avoid conflict-of-interest issues and to focus on filling these highly exacting positions. As such, we are at our best when we function as trusted advisors to our most demanding clients.

If your company is seeking an expert consultant with the leadership skills to deliver more than just sound advice, Stanton Chase stands ready to fulfill your needs, every step of the way.



Nuno Moreira

Director

n.moreira@stantonchase.com

Porto

Edifício Gran Via Rua Eng.º Adelino
Amaro da Costa, 15, 6º Sala 6.2
4430 – 134 Vila Nova de Gaia, Porto
Portugal

Phone: +351 222 420 000

E-mail: porto@stantonchase.com

Nuno is a graduate and postgraduate (ESEIG) in HR management and development and has more than 23 years of experience in HR functions in consulting companies. He has held management positions in the Bertelsmann Group, namely active learning in the area of HR consulting and management. In recent years, he has held positions in Digital Media Capital Group with development projects in digital marketing and communication, participated in several projects in international recruitment and in the area of assessment and development centers. Nuno is International Coach Certified.



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Your Leadership Partner