

XPO Logistics

DIRECTOR, GLOBAL EXECUTIVE RECRUITING

Greenwich, CT

<http://www.xpo.com/>

THE COMPANY

XPO Logistics (NYSE: XPO) is a top ten global logistics company operating in 34 countries in 1431 locations with over 89,000 employees. XPO helps more than 50,000 customers like Ikea, Boeing, Disney and The Home Depot manage their goods more efficiently throughout their supply chains. XPO Logistics' corporate headquarters is located in [Greenwich, Connecticut](#), and its European headquarters is in [Lyon, France](#).

XPO has hired top shelf talent, seasoned operators and executives who know how to help more than 50,000 customers improve productivity and reduce costs. Customers trust XPO with an average of 150,000 shipments and over five billion inventory units every day. XPO is credited with the ability to handle more expedited shipments than any other freight manager. It employs over 1,500 IT specialists and, by the end of 2016, will have invested \$425 million in IT.

XPO is both the second-largest freight brokerage provider and the second-largest contract logistics provider in the world as well as the second-largest less-than-truckload (LTL) carrier in North America. It is one of the top 20 truckload carriers in the United States. XPO is ranked #17 among innovative growth companies and #263 among America's best employers by Forbes. In Europe, it has the largest owned trucking fleet and the largest platform for outsourced e-fulfillment. In June 2016, XPO Logistics joined the Fortune 500 for the first time. One month later, XPO was named the Fortune 500's fastest-growing company.

THE POSITION

The Director of Global Executive Recruiting (Director) will build and lead a team that will support multiple lines of business and proactively identify, contact and assess senior level talent within the market. S/he will develop relationships with multiple hiring executives and be the subject matter expert for specialized talent acquisition needs. S/he will regularly consult with recruiting counterparts, hiring managers, and HR business partners to develop search strategies to proactively recruit diverse talent for senior openings. The

Director will develop an in-depth understanding of candidate qualifications and competencies to fill the need. The ideal candidate will be able to manage the recruitment strategy for multiple openings, from the initial research and planning phase, to candidate identification, assessment, development and presentation. Initially s/he will be an independent contributor but over time will add 1-2 people to the team.

THE RESPONSIBILITIES

- Recruit and manage a high performing team of executive recruiting and research staff.
- Serve as the internal expert on strategic executive talent recruitment planning.
- Working closely with business unit leaders, set the strategy to ensure executive talent needs are filled in a timely manner.
- Discover and maintain market specific intelligence relevant to the business and talent needs to include maintaining a network of diverse industry contacts/documents.
- Ensure that the executive search team is providing top-notch service and providing timely reports on search progress, including candidate pipelines, diversity initiatives, and market related compensation.
- Provide counsel to hiring managers during assessment and evaluation of candidates and act as primary negotiator and closer of selected candidates, as well as conduct thorough reference and background checks on all finalist candidates.
- Deploy third party vendors/executive search efficiently, ensuring that all reporting is both timely and consistent.
- Ensure a strong positive client and candidate experience throughout the hiring process. Develop a strong understanding of business issues within the industry and utilize knowledge in search planning for appropriate company targeting.
- Position and effectively articulate the XPO employment brand. Interact with and provide thought leadership to other executive recruiters within the XPO executive recruiter community.
- Provide leadership and consultation on various ad hoc projects focused on executive human capital initiatives.

THE QUALIFICATIONS

- 8+ years of executive recruiting and/or, retained search experience.
- 2+ years of experience managing and building a small, yet effective team of service-oriented executive recruiters and research staff.
- Success in recruiting senior level corporate functional leaders (Legal, Audit, Finance, Marketing, Communications and HR).
- 5+ years consulting with senior executive leaders, demonstrating strong verbal and written executive communication skills. Superior collaboration skills combined with a strategic mindset.
- Demonstrated knowledge of executive recruiting techniques, recruitment plan development, sourcing methods and executive compensation strategies.
- Proven experience with selecting, negotiating and working with Executive Search Firms.

- Documented success in developing and executing diversity recruiting strategies to identify diverse executive level talent.
- Proven ability to negotiate and consult on complex compensation packages.
- Proficiency with various contact management or applicant tracking systems, particularly Success Factors.
- Bachelor's degree.

REPORTING STRUCTURE

The Director will report to the head of Talent Acquisition.

COMPENSATION

The Director role is a full-time, salaried position with benefits and a vacation package. XPO offers a competitive compensation package, including comprehensive health care benefits and a retirement package.

APPLICATION PROCESS

All inquiries, nominations and applications are to be directed to XPO@dubrof.com. Applications should include a letter of interest and resume in MSWORD. Please indicate in your cover letter where you learned of the opportunity. NO PHONE CALLS PLEASE.

Please note that only those candidates invited for screening will be contacted.

XPO Logistics is an equal opportunity employer and does not discriminate against employees or qualified job applicants based on race, religion, color, sex, age, national origin, disability, veteran status, marital status, sexual orientation, gender identity, genetic information, or any other status or condition protected by applicable law. This policy extends to, but is not limited to, recruitment, selection, compensation, benefits, promotion, training and termination.