



QUALITY vs QUANTITY

How do we achieve a top-quality service?

UNDERSTANDING

We start by listening very carefully to you

INSIGHT

We use extensive knowledge of the freight industry to meet your requirements

EXPERIENCE

We understand the essential background and experience required

STRATEGY

We work closely with you to achieve the best result

PRECISION

We are extremely thorough in our approach every step of the way

CONNECTIONS

We have key relationships with senior-level freight professionals

ABOUT US

Freight Executives are a leading senior appointments and sales Executive Search company who specialise in the freight forwarding and energy marketplace. We are part of a well-established group and are experts in recruiting for the freight industry.

We firmly believe in **quality** over **quantity** of candidates at all times. Our aim is to continue to build strong partnerships to assist you in your journey, and help you to achieve your business goals and targets.

How would we describe a high-quality candidate?

- An over-achiever
- A stable work history
- The right team and culture fit for your company
- Someone who is currently working in and understands your industry

SENIOR APPOINTMENTS

When entrusted with a senior appointment project, we specialise in creating bespoke solutions that meet your unique requirements. It is essential to choose a company that understands your industry, your business, what you are looking to achieve, and a company that can deliver the right quality of candidate.

Contingency Executive Search

This is our most frequently used service and allows for a strong executive search service with no up-front costs.

Retained assignments

A retained assignment is a project-based recruitment process which is specifically designed for clients who are looking to fill business-critical positions in a short time frame. An up-front payment ensures that our highly experienced Senior Appointments team deliver a highly focused approach, working to agreed deadlines.

BUSINESS DEVELOPMENT

Freight Executives understand the need to employ a salesperson who not only covers their costs but creates a significant return on your investment.

The large majority of candidates we place have the following skill sets:

- Working within the freight industry
- New business sales professionals ('hunters')
- Successful, over-achieving people (based on billings in the last three years)
- Self-motivated, with the ability to work autonomously
- A stable work history
- Knowledge and experience of key trade lanes
- Pragmatic and realistic expectations
- Transactional or solutions-driven sales people
- Selling air freight, ocean freight, European road freight, warehousing and value-added services.



SENIOR APPOINTMENTS

SALES DIRECTOR, MULTIMODAL

Location: Manchester
Salary: £65,000-£80,000 + bonuses + car + strong package

This medium-sized forwarder is looking for a strong, commercially minded Sales Director to lead from the front.

The position has become available due to retirement. The company are interested in a commercially savvy individual to join a dynamic freight forwarder.

The essential skills are:

- A strong sales background in air and ocean freight
- A history of overachievement
- The ability to lead and manage a team of new business sales people
- Good presentation skills at a senior level
- Verticals: retail, high tech or pharmaceuticals
- Someone who has an understanding of relevant software

MANAGING DIRECTOR

Location: Essex
Salary: £70,000-£95,000 + benefits

A medium-sized European road freight forwarder are looking for a new leader.

The current Managing Director is looking to retire after many years, and the company is searching for a strong, commercial person with management experience. The ability to run a business can be learned over time due to a cross over with the current Managing Director.

The essential skills are:

- A large number of strong relationships with senior contacts which can be utilised within the European road freight industry
- Experience in management of staff operations and sales experience
- Some experience of profit and loss
- Strong sales ability
- Someone who is currently at national Sales Manager level as the position is likely to be commercially oriented

CANDIDATES

SALES DIRECTOR, EUROPEAN ROAD FREIGHT

Location: Essex
Salary: £70,000-£95,000 + benefits
Verticals: Auto, pharma and general

A superb and stable Sales Director, who is very hands on in sales. They are currently managing a team of sales people within the European road freight market covering the UK. Although they were managing a team of sales people, they were still within the top two sales people for over seven years in their last company.

- Confident to be able to cover 1.5 times their costs in the first year
- Looking for a management and sales position
- Verticals: automotive and pharmaceuticals and general freight
- Type of freight: multimodal (full loads, part loads and groupage)

MANAGING DIRECTOR, MULTIMODAL (SUPPLY CHAIN)

Location: Heathrow
Salary: £70,000-£95,000 + benefits
Vertical: Retail, garments and general

An extremely experienced Managing Director of a top-tier freight forwarder (very commercial, with a huge array of knowledge in air freight forwarding and supply chain). They have been with the same company for over fifteen years, and they can bring a wealth of experience to another company.

- Multiple trade lanes
- Airfreight: Far East, USA, Bangladesh, Turkey, Shanghai, (Southeast Asia), China (general freight), USA, South America
- Ocean freight: Far East, China (general freight), USA, South America
- Road freight and logistics: Europe