



Case
Study



DENHOLM

aspion
SEARCH



The Client

Denholm Global Logistics is a subsidiary of J. &J. Denholm, a business formed by James and John Denholm in 1866, and is still owned by their descendants today.

Throughout the years, the company has built on their foundations and grown within the **shipping industry**, which has resulted with the business expanding into the logistics and industrial services sector.

With a customer base spanning from **SMEs** to some of the world's largest **blue chip companies**, Denholm Global Logistics offers fully scalable, end-to-end supply chain and freight management solutions to meet the individual needs of their customers.

The wealth of knowledge and experience that **Denholm** possess has resulted in the company becoming a global market leader in **supply chain** logistics. The continuing success of the company inspired us to develop a strong working relationship with **Denholm** and provide the talent they require.



The Role

FLEET MANAGER

A Fleet Manager is responsible for the selection and maintenance of vehicles in order to keep deliveries and distributions on schedule within the team's established budget.

To succeed in this role, the candidate needs significant skills and experience within the operations and logistics sector as well as having a competent mind using software programs to monitor the fleet.

The Ideal Candidate

A specific profile of the **ideal candidate** follows:

- Possess an O' Licence (vehicle operator licence)
- Experience of managing a fleet of 100+ vehicles
- Commutable to Denholm's HQ
- Wealth of knowledge within the logistics sector
- Ability to multi-task and adapt to change
- Possess strong interpersonal skills
- Professional and business orientated
- Receptive to technology





The Challenge

Due to the soaring success of **Denholm**, the company sought to recruit a **Fleet Manager** to assist with the growth and management of the business.

The **role** required the individual to not only manage and oversee 8 depots containing a fleet of 100 vehicles, but to carry out various other demanding tasks that'd occur throughout the working day. The perfect **candidate** had to hold the correct experience and relevant skills to be able to tackle the demands that this **role** would bring.

Because of the specific experience and qualities the ideal **candidate** needed, the process of seeking the right individual for the role had to be highly targeted. We worked within a **talent pool** size of 20 miles from the centre of Liverpool to coincide with the commute to the HQ as well as to allow for as much room available to map and search the strongest **candidates** in the area.

Denholm had originally been using various **recruitment** suppliers for similar types of **roles** within their company with little success. We assured the client that we would find the perfect **candidate** that would seamlessly fit into their company.





Our Solution

Due to the soaring success of **Denholm**, the company sought to recruit a **Fleet Manager** to assist with the growth and management of the business.

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The Outcome

The **client** was very pleased with all four shortlisted **candidates** and so due to the information we provided, they decided to progress the individuals along to a first stage **interview**. After this initial **interview** stage, the **client** managed to reduce the list down to just two individuals who they felt ticked all of the boxes.

As a result, the company brought back the highlighted **candidates** for a second interview. They then offered the successful candidate a position immediately.

We were able to fill this vacancy for the client in just 12 days with a 4:1 **interview to placement** ratio where feedback across all **shortlisted candidates** was positive. The process was a complete success. As a result of our excellent service, we were then contacted again by **Denholm** several weeks later to assist with filling another vacancy for the business.



Client Comments



We approached Aspion for help when our usual supplier was unable to find adequate potential candidates for a vacant position within our organisation.

The team was extremely responsive and took time to understand our exact requirements and then used that information to present an excellent quality of candidates of which one was successfully recruited. We will continue to utilise the services of Aspion in the future.



- Managing Director of Denholm Global Logistics

Who Are **Aspion**?

Aspion are a national, multi-specialist recruitment consultancy delivering temporary, contract and permanent staffing solutions across multiple industries and markets.

We've shaped our service around our client needs, extending our **talent solutions** from one day placements through to long-term solutions, and expanded our **talent functions** to facilitate every area of business growth.



Contact Us

Are you seeking to grow your business by attracting top talent and do you aspire to position yourself as an employer of choice?

If so, you should reach out to **Aspion**.

If you would like to talk to us about a specific **recruitment project**, or understand how our talent strategies could strengthen and benefit your talent pool, we are open for discussion.

For more information about our services, feel free to send an email to info@aspion.co.uk and one of our specialist consultants will be in touch with you directly.

Call Us: 0333 360 1100

Email Us: info@aspion.co.uk

Visit Us: aspion.co.uk

