

## Home Page

Title: Leading the Industry's Top Search Firms

As one of the industry's top high end boutique search firms with a very specialized business focus, we are well networked and make a strong business partner to those clients and candidates who want to stay at the forefront of many of the booming employment sectors where the competition for talent is high.

We share a passion for excellence and a respect for the integrity of what we do. In an industry full of fast talkers and those who under deliver, Argentus is about ethics, honesty and results.

We have proven expertise as a search firm that builds and keeps strong business relationships. We are known for our dedication to the highest standards of excellence and ethical business practices.

We are a value-driven organization; we pride ourselves on the trust and loyalty we build with our clients and our candidates. We know our business philosophy works because we continue to get strong positive feedback from the companies we work with, while search firm referrals continue to flow among top-level candidates. That speaks volumes about how well we do our job.

And in a time where candidates for positions in strategic sourcing, supply management and logistics jobs, purchasing, and more are at a premium, our reputation and goodwill in the marketplace is really the true benefit to the clients we partner with. We can tap into candidates other search firms cannot and our clients ultimately get the best of the available talent.

We work diligently in the background to stay current on who is at the top of their field so that when our clients need someone we can respond quickly and appropriately with the right selection of candidates. These individuals, most of whom are not actively seeking employment opportunities, are the gems of the hidden candidate market.

## Specialties

Argentus's philosophy and approach are attractive to busy business leaders who wish to partner with a search firm that does not waste their time. The Argentus recruitment team, lead by Senior Partner Bronwen Hann with over 25 years of active industry experience, puts their collective expertise to good use to ensure that our clients are provided with the best talent possible at all levels, within Strategic Sourcing, Procurement, Retail/Consumer Services, Operations/Planning, Process Reengineering, or Supply Chain Management Logistics jobs.

## Supply Chain & Logistics

Every link in the chain comes with a cost, so adding even a single link can have significant implications on the bottom line. Which is why Supply Chain Best Practices are quickly shifting toward more tightly managed processes, utilizing a complete network of partners - manufacturers, suppliers, transporters, warehouses, retailers, even directly into the hands of the final customer.

Companies are continually challenged to discover new ways of reducing costs and realizing value and growth potential from within their operations, forcing them to seek out the best talent for their Supply Chain Management jobs. Our Logistics search firms' robust network of Supply Chain & Logistics experts has a proven record of doing just that. They set the strategic course and champion the tactics that are critical to making the flow of business more efficient, more effective, and more profitable.

From product development and commercialization to manufacturing flow management, order fulfillment, demand planning and returns management/reverse logistics, our search firm represents top industry talent who understand every link in the Supply Chain and who can design and strengthen the connection that each link has with the next.

### Strategic Sourcing & Procurement

A better bottom line comes from only two places - increased sales and reduced costs. And sales can only grow so fast. More than ever, Strategic Sourcing & Purchasing are at the heart of an organization's cost advantage and profitability. It's not just about negotiating vendor discounts. It's about negotiating and fostering consistent, committed and creative supplier relationships that will add increasing value over the long term.

This kind of value is promoted by Best Practice sourcing initiatives and leading-edge processes. But even more so by the professionals in Strategic Sourcing and Purchasing who develop these programs and keep them on track. To top search firms, these are talented and insightful individuals who understand the finer points of current spend assessment, quality and performance metrics, outsourcing strategies, vendor selection and new supply structure implementation.

The best solutions might be around the corner, the continent, or the globe. Leaders here must be simultaneously pragmatic and innovative. As one of the industry's top specialty search firms, Argentus is plugged into these incredibly valuable business resources. They are the talented people we are in touch with daily and build relationships with. We know the best people and how to find them.

### Retail/Consumer Services – Operations & Merchandising

The Retail Sector is fiercely competitive and complex. It's a volatile environment where business cycles and product shelf life can be shorter than the metrics used to report them. Where profitability depends on both the business acumen and street savvy of key leaders.

Demand is driven by cultural nuances, media influences and socio-economic forces. Trends trickle up and down, and market appeal can change on a whim. Additional complexities include franchising, real estate & construction, licensing, merchandising, product development & testing, quality standards, customs regulations and operations. The pace never slows. So you don't need people who can keep up. You need talented, capable leaders who stay ahead of the curve and yesterday's norm in recruitment strategies is not always enough.

The reality is that true talent is hard to find. A modern business intent on success, needs leaders whose vision and experience is the lifeblood of the retail world. Argentus, as one of the top search firms specializing in the retail industry is firmly plugged into the local, regional and global network of key talent that is critical for retailers to stay on top of the food chain.

## Operations/Planning

In today's landscape of global competition, shorter product and service life cycles, faster technology and better-educated consumers, the operations and planning functions bear the brunt of the pressure to deliver in the ubiquitous quest for added value.

Top talent in operations provides a company with a distinct advantage in today's competitive environment. These people are the welds that ensure that all components work in concert - controlling, leading, planning, and measuring improvements in operational effectiveness for businesses of all sizes.

Operations and Planning Experts are the black belts of quality and communication, strategic planning and e-commerce, manufacturing, forecasting, business development, and technology. Where less insightful individuals would see only a tangled web, these top tier experts – such as the key talent recruited by our search firm – provide leadership and direction in complex networks.

Whether your product sits on an assembly line or on a retail shelf, there are tremendous financial and operational implications to every step a company makes. It's not just a matter of managing a simple cause and effect relationship. It's skillfully managing a significant number of them that crucially impact your business. As one of the top search firms and supply chain & logistics recruiters in the industry, Argentus has the knowledge, commitment, and active network to connect you with the best and most insightful core talent for your organization.

## Process Reengineering

In business, the only constant is change, and it takes a special kind of person to harness it. Individuals with this special talent excel in Strategic Planning, Lean, Six Sigma, Design and Innovation. They have an unparalleled understanding of how people, technology, and processes are intertwined and they leverage Best Practices and continuous improvement initiatives to execute strategies that balance long-term objectives with the pragmatic here and now. They see the way it is, envision the way it could be, and clear the path in between.

Organizations must act with foresight and flexibility if they are to seize new opportunities and minimize risks in the evolving global marketplace. Companies are also transforming themselves into new lines of business. This is the era of grocery stores that sell clothing, banks that sell insurance and distributors that sell inventory management systems.

“Because management deals mostly with the status quo and leadership deals mostly with change, in the next century we are going to have to try to become much more skilled at creating leaders.”

John P. Kotter  
Professor Harvard Business School  
Foremost authority on leadership and change

Does your company have the leadership to reach that next level? As a worldwide leader in supply chain & Logistics recruitment we at Argentus know those leaders. We've placed them. We continue to work with them. And we know how to find more of them.

## Get Connected

Today's technologies make it easy to respond to job postings. But where will your resume end up? Due to the considerable volume of online responses, it most often seems to get lost in cyberspace. How many times have you had no reply from a job that you honestly thought was a perfect match for your skills and experience? Companies today are inundated with responses to their postings, which makes it difficult for them to efficiently mine the talent that is best suited to their needs. Recruitment has become a process that many companies don't have time for. But we deal only with key contacts - leaders who respect what we do as one of the top executive search firms around. We circumvent that process and present decision-makers with those talented individuals who complement their teams.

Busy business leaders work choose Argentus as their search firm because we have the same goals they strive for everyday. We get results and don't waste time - and this represents better value. Our no-nonsense approach to supply chain & logistics recruitment has earned us the privilege to represent a very impressive network of companies who rely on us to find the best talent.

Even when there's no specific search mandate to suit a candidate's skills, we have the ability to reach into our network and let our contacts know about a talented person who might interest them. Our ability to open doors lets us tap into the hidden job market that few search firms have access to. It pays off because our candidates represent opportunities for competitive advantage. And our clients are in the business of seizing these opportunities.

Candidates choose Argentus to represent them in specialty recruitment because we are the champions of their cause. Even in this age of revolving technologies and high-speed everything, old-fashioned personal respect and relationships are still powerful allies. Why? Because we know that we are dealing with people's careers and lives, and with companies' most important assets.

Argentus is well known for responding quickly and getting it right – two key factors all executive search firms strive for. We are competitive, tenacious, and determined - completely dedicated to the individual needs of our clients and candidates.

As a candidate partner, you'll benefit from our ability as a specialty recruiter to showcase your value to prospective employers. We know what matters most to companies and we find out what matters most to you. Going beyond what many other search firms provide, we can help direct your job search, from resume to interview, and maximize ROI for both you and your new prospective employer.