

You're Getting Applicants. Why Aren't You Getting the Right Ones?

A QUICK DIAGNOSTIC FOR CRITICAL SUPPLY CHAIN LEADERSHIP SEARCHES

A critical role is open. Your talent acquisition team is generating applicants, but the people you want to interview are not showing up.

Before assuming there is a talent shortage, look at where the search may be missing the mark.

01 THE ROLE

Is the profile right for what the business needs now?

- Has the role changed since the last hire?
- Are too many “must-haves” narrowing the field?
- Do the title, compensation, and authority match the scope?
- Are you screening out strong candidates with transferable experience?

03 THE OPPORTUNITY

Would a top performer leave a good job for this one?

- Is the business challenge compelling?
- Is the mandate clear?
- Will the leader have the authority and resources to deliver?
- Is there a meaningful reason for a successful executive to move?

05 THE CANDIDATES

Are you seeing proof of performance or good presentation?

02 THE MARKET

Are you reaching the people you actually want?

- Are the best candidates actively looking?
- Are you searching beyond applicants and familiar networks?
- Could the right talent sit in an adjacent sector or geography?
- Are you reaching proven leaders who are successful where they are?

04 THE SIGNALS

What is the market telling you?

- Are strong candidates raising the same concerns?
- Are candidates dropping out at the same stage?
- Are compensation, location, scope, or reporting structure recurring issues?
- Are you adjusting when the market gives you useful feedback?

- What did the candidate personally own?
- What measurable results did they produce?
- Have they delivered in an environment like yours?
- Can they explain how they made the result happen?
- Is there evidence they can do it again?

When the
applicant pool
isn't enough

GESG specializes in executive search for supply chain, logistics, and transportation. We reach into the top 5–10% of the talent market, including proven leaders who are not actively looking but will consider the right opportunity.

If you're getting applicants but not the people you want to hire, let's look at what the market may be telling you.