Proactive Global

CASE STUDY

GXO



The Challenge: finding a 'needle in a haystack' for transformational warehouse AI role
Global logistics solutions provider GXO created a new Senior Director of Warehouse AI role that would be transformational to the business. The position demanded a very rare combination of talent and high-level academic qualifications in machine learning and AI, along with practical knowledge of logistics and warehousing. Proactive Global rapidly identified a very small, viable shortlist of suitable individuals.



USA
Atlanta, GA

GXO's automated hubs

70
Long-list identified and contacted

30
Suitable profile for the role

4 Candidates

Submitted for interview

- Screened & shortlisted: 10
- Hired: 1
- Time in seat: 2 years

Solution

How we did it

The niche nature of the role required a different approach - scoping rather than sourcing. The search focused on the academic route, leveraging existing networks and identifying institutions with strong AI and machine learning programmes alongside a deep engineering and supply chain heritage.

"Cian is an exceptional technical recruiter who earns my highest recommendation... He truly understands the intersection of automation, AI and logistics, and has a unique ability to match technical talent with transformational opportunities."

Dr. Jana Boerger, successfully placed as GXO's new Senior Director AI

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