

Logistics: Luke finds the one who isn't afraid to get their hands dirty

After years of investing in a society where knowledge trumps all, Saskia Lolkema, market leader Logistics at Luke Recruitment realizes it is hard to find the right personnel. Especially in logistics, it is vital for managers to have practical working experience.

"Right now, there is a noticeable shortage of the right personnel. Finding and mediating for these candidates is an exciting challenge. We won't stop until we have found the perfect match."

Working towards making logistics more sustainable, promoting Corporate Social Responsibility, and acting responsibly with the environment are some of the big challenges in the logistics market. Additionally, the constantly increasing need for highly educated and internationally oriented personnel is a challenge for many. It all starts with attracting the right talent. Hidde notices that his experience and background in logistics help him to stay aware of the latest trends and allow him to find the best suitable match: "I work in a very selective and focused manner. I listen to the needs of our client and use that to enter the market."

Luke isn't afraid to get their hands dirty

The market leader Logistics is not afraid to get his hands

dirty and leaves to stone unturned. He loves to spar with candidates: "I find it nice to spar with candidates and get to know them better. For me, it is very important to get to know more about their ambitions, career goals, and personal wishes. This allows me to make the best possible match."

At Luke, we always work hard to meet our clients' expectations. We succeed through our multi-channel approach: an AI tool, our network of people, and multiple partnerships. Also, in collaboration with our client, we opt for an extensive culture scan and assessment which results in a cultural fit. Saskia explains: "We're constantly communicating with our clients and like to collaborate with them. We enter a partnership and work together throughout the entire process. The cultural fit allows us to guarantee that someone fits the organization and its culture and will have no trouble finding that important connection. This way we're always one step ahead."

Prepared for anything

Luke, like no other, knows that the right candidate, more than ever, should be able to plan and organize, make process development his own, and be flexible all at the same time. With our eyes on the future and the ongoing growth within e-commerce and the popularity of retail events, professionals in logistics need to be prepared for anything. Luke looks for, and finds, the candidates who roll up their sleeves and deliver optimal performances even during peak periods.

We connect people who dare to grow!

Recruitment Power

At Luke, we call ourselves recruitment innovators. Recruitment is what we do, the role of innovator is what defines us. We're able to make this work through an incredible mix of personal attention, an extensive network of contacts, and by using the latest technologies. This combination has made us a key player in recruitment of HBO- and WO-level professionals with at least 3 years' work experience.

Luke is a true specialist. Our recruitment consultants know of the latest developments and innovations and have a complete understanding of their respective expertise. It is a cohesion of recruitment power; the essential ingredient for a sustainable match.

Specializations

The Recruitment Experts at Luke are experienced in several markets: Agri, Food & Horti, Retail, Interim, Professional Services, IT & Innovation, Industry, Logistics and Energy.



Saskia Lolkema
Market Manager Logistics

Functionele expertise

Luke combines functional expertise with industry understanding. Consequently, we are able to find the most suitable candidate.

Functional expertise

Supply Chain

Finance

IT

HR

Technology & Operations

Interim

Sales

Marketing

Collaboration. How?

A real time, transparent collaboration

Luke uses the state of the art Applicant Tracking System (ATS) with client functionalities. A unique login code lets you to access your job openings. This allows you to real time track the recruitment process including all (previous) tasks and files, ranging from resume to assessment report. You can also review candidates. By downloading the ATS-app you are always up-to-date on the recruitment process with the first results coming in within the first 48 hours.

Advanced Machine Learning sourcingtool

How does Luke find the perfect candidate? To put it simply: by developing recruitment algorithms based on data, such as job and personality profiles, that help us find the best suitable candidate for the job. To do this, we get help from an advanced AI sourcing tool. Our consultants are continuously altering and improving the algorithm, thus helping the algorithm 'learn'. This improves your company's recruitment process, resulting in an optimal match.

Real time transparent process

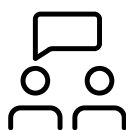
Intake



Recruitment



Selection Luke



Employer



Placement



Week 1-2

- Research organization and vacancy
- Job profile with result areas and competencies
- Analyze cultural fit

Week 2-4

- Online publication and marketing
- Headhunting
- Deploy talent pool / database / network Luke
- Access personal & transparent platform

Week 4-6

- Use online assessments
- Interviews by Luke
- Check employment conditions
- Candidate profile
- Introduction at employer

Week 4-8

- Interviews employer
- Guiding and advising process and employment conditions

Week 9-10

- Candidate signs contract
- Evaluation of collaboration
- Onboarding*

*This process helps newly placed employees easily and quickly adapt to the social and functional context of their new job.