

The Hidden Bottleneck Finder

A Quick Hiring Diagnostic for Supply Chain, Logistics & Transportation Leaders

Hiring challenges are not always hiring problems.

Sometimes the issue is growth. Sometimes it is process, structure, or a missing skill set. Before opening your next search, take a step back and identify what problem you are actually trying to solve. This quick diagnostic can help you determine whether your business needs more capacity, stronger infrastructure, or specialized expertise.

Step 1: What problem are you trying to solve?

✓ Check all that apply:

Growth Signals

- Revenue targets are being missed
- Sales cycles are slowing down
- Existing sales reps are stretched thin

Operational Signals

- Teams feel overloaded
- Delays or bottlenecks keep happening
- Customers are escalating issues
- Manual work is increasing

Leadership Signals

- Managers are putting out fires daily
- Accountability feels unclear
- Teams operate in silos

Talent Signals

- Specialized knowledge is missing
- New hires take too long to ramp up
- Turnover is creating disruption

Step 2: Follow the pattern

Mostly Growth boxes checked?

Potential need: Revenue-generating roles

Examples →

- Sales Leadership
- Business Development
- Strategic Account Management

Mostly Leadership boxes checked?

Potential need: Stronger team structure

Examples →

- Department Leadership
- Operations Leadership
- Cross-functional Management

Mostly Operational boxes checked?

Potential need: Infrastructure support

Examples →

- Fleet Manager
- Planner
- Operations Manager
- Supply Chain Analyst

Mostly Talent boxes checked?

Potential need: Specialized expertise

Examples →

- Industrial Engineer
- Safety, Health & Environment Leader
- Process Improvement Specialist
- Technical Subject Matter Expert

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Step 3: Reality check before opening the role

Answer Yes or No:

- Do we know exactly what business problem this role solves? YES / NO
- Have we identified the specific expertise required? YES / NO
- Can current operations support future growth? YES / NO
- Are expectations realistic for today's market? YES / NO
- Have we defined success metrics for the first year? YES / NO

TAKEAWAY/DECISION RULE



The strongest hiring plans aren't built around titles. They're built around solving the right problem.

Need help identifying what role actually comes next? Let's talk.

<https://www.cs-recruiting.com/contact-us/>

WHAT OUR TEAM TAKES OFF YOUR PLATE

- ✓ Access to a network of **200,000+** industry-specific candidates
- ✓ Proactive sourcing and logistics **talent pipeline development**
- ✓ **Strategic** outreach and candidate engagement
- ✓ End-to-end candidate **communication** and interview **coordination**
- ✓ Thorough screening for qualifications and culture fit
- ✓ Offer negotiation **support to close top talent**