

## Stabilizing a Food Manufacturer's Workforce Through Strategic Direct Placement

A major family-owned U.S. food and agriculture company faced an unexpected and urgent workforce disruption that threatened operations across several facilities. With limited time to react and internal hiring resources stretched thin, the organization turned to Judge Direct Placement for support.

### THE CHALLENGE

#### Navigating Workforce Disruption Amid Industry and Policy Shifts

The company operates 18 processing plants across the U.S. As a major player in the food manufacturing industry, it generates approximately \$8 billion in annual revenue and relies on consistent, efficient operations to meet national demand.

While the company was restructuring its salaried hiring process, shifting responsibility from individual plants to a centralized internal talent acquisition team, changes in immigration policy placed the organization at risk of losing approximately 1,800 hourly workers across its facilities.

This potential labor loss created immediate operational strain. To maintain productivity and safety, the company needed to quickly add leadership and technical oversight in areas such as engineering, maintenance, operations, quality, and sanitation. Internal recruiters, many of whom were new to the food manufacturing space, lacked industry expertise and capacity to manage the surge in specialized hiring needs. Without outside support, delays could have significantly impacted plant performance.

### THE SOLUTION

#### A Scalable, Collaborative Direct Placement Model

Judge Direct Placement (JDP) partnered closely with the company, operating as an extension of its internal talent acquisition team. Leveraging deep food manufacturing expertise and a collaborative recruiting model, JDP was able to address multiple critical roles across locations simultaneously.



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Rather than working in isolation, JDP recruiters shared searches and candidate pipelines, accelerating time to fill while maintaining quality. Beyond execution, JDP provided consultative guidance on market compensation, role structure, and talent availability, helping the company adjust expectations and make informed hiring decisions. Throughout the engagement, JDP prioritized long-term partnership, maintaining consistent pricing and focusing on sustainable results despite the urgency of the situation.

## THE RESULT

### Immediate Impact with Long-Term Value

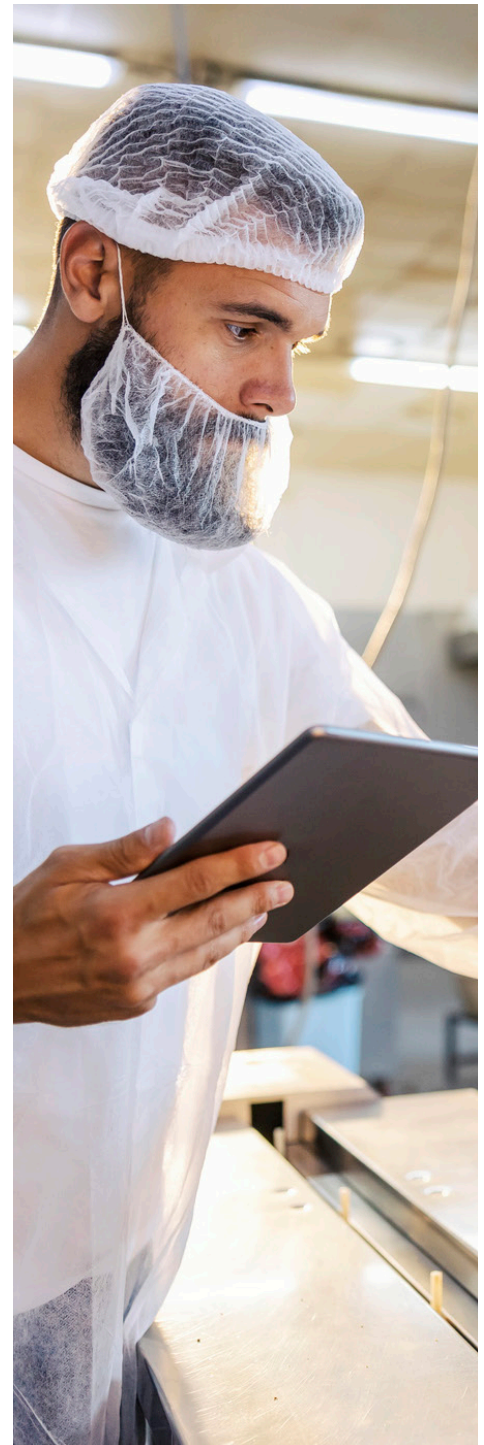
Judge Direct Placement delivered rapid and measurable results throughout 2024 and 2025. During the most critical period, JDP filled approximately 20 roles within two months, including:

- Reliability Engineers
- Safety Managers
- Technical Site Managers
- Production/Operation Supervisors & Superintendents
- Maintenance Supervisors & Superintendents
- Sr. Plant Engineers

These placements provided essential leadership support across engineering, operations, and safety functions when it was needed most.

In total, JDP filled 30 full-time roles for the company in 2025 — spanning a broad range of critical functions, including Continuous Improvement Managers, Quality Assurance Supervisors, Sanitation Managers, and Shipping Supervisors, in addition to senior and regional engineering leaders. These hires positively impacted engineering, operations, maintenance, continuous improvement, quality assurance, sanitation, and logistics teams across key facilities.

These placements helped the company stabilize operations, ease the burden on internal recruiters, and strengthen leadership pipelines across key facilities. Several individuals placed by JDP later became long-term hiring managers, further deepening the partnership.



## Ready to strengthen your workforce?

Learn how Judge Direct Placement can help you navigate complex hiring challenges and build high-performing teams.

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