

Addison Group constructs team of leaders for nationwide fencing distributor

A nationwide fencing distributor needed to hire multiple Senior Branch Managers and Regional Managers to support its expansion efforts.

Challenge

A nationwide leader in fencing and outdoor building materials faced a massive growth challenge. With private equity backing and a national expansion plan underway, they needed to hire 12–15 Senior Branch Managers and Regional Managers across the US — all within a tight timeframe. These were not easy-to-fill roles; each required the right leadership presence, local market knowledge, and cultural fit for a fast-paced, transformation-minded environment.

Solutions

Addison Group had a prior relationship with the CEO and Head of HR — two leaders who knew we delivered results. When this critical hiring wave hit, they didn't put it out to bid. We were the only talent solutions company engaged. Why? Because they needed a partner who could move fast, go deep, and get it right the first time.

Our team mobilized quickly, conducting a deep-dive discovery to align on regional needs, cultural expectations, and compensation targets. We held weekly accountability meetings and operated around the clock to hit the client's

About Addison Group

Addison Group provides comprehensive talent solutions and consulting services across diverse practice areas.

Areas of expertise

- Finance & Accounting
- Information Technology
- Healthcare
- Human Resources
- Administrative
- Digital Marketing

Accolades



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deadline. The team leveraged our Customer Relationship Management (CRM) and analytics platform to track pipeline velocity, competitor mapping, relocation targets, and candidate engagement across all regions. It wasn't just about filling seats, it was about precision hiring at scale.

We exceeded expectations, placing 18 high-caliber leaders instead of the original 12–15 goal. Each hire was made before the Q4 operational surge, helping the business maintain stability, scale operations, and hit aggressive revenue targets. The impact was so significant that both the CEO and Head of HR presented our team with an award in recognition of our partnership and execution.

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The Addison Group difference

We know that great teams start with great people.

That means we focus on quality, not quotas. It means that we're laser-focused on seeing candidates beyond their resumes to understand their goals and make sure they align with your mission. And it means working with you to get detailed insights into your teams so we can find people who fit, not just who's available.

No one gets talent like Addison Group.®

We'll do our best work, so you can do yours

Our Information Technology Talent Solutions practice provides tailored support with contract, contract-to-hire, permanent placements, and executive workforce solutions.

Let's talk.

