Research Contracted By: **Robbie Ropella, President, The Ropella Group**
Research Completed By: **Nelle Kugler, Director of Research, XCAVATE**
Completion Date: **07/31/2020**

Research Strategy Overview:

The Ropella Group has requested that XCAVATE present them with a Research Strategy Overview for targeting applicable candidates for a retained search to fill the role of *Chief Information Technology Officer* for their client, Batory Foods.

Candidates must have in order of priority:

- A minimum of 8-10 years' experience in the Food, Beverage, or Nutraceutical Ingredients Industry / Distribution with a background in software development, information technology, or related field.
- Collaborate with leadership in setting the technical vision and leading technological development
- Ability to define company standards for systems, equipment, and software. While sharing technological visions, opportunities, and risks company-wide
- Change agent that exhibits a disruptive and future forward thinking
- Excellent leadership, team building, and management skills; encouraging to team and staff; with natural mentoring skills
- Team Player with the ability to build strong interpersonal relationships with peers, leaders, and other senior management throughout the company to gain buy in on new information technology processes and procedures.

Company Targets:

Target Pools A and B have been identified and are described below:

* indicates targets provided by the client company. These will receive research priority.

Pool A is Distributors of Food/Beverage/Nutraceutical Ingredients:

- Brenntag*
- Acme-Hardesty
- B&D Nutritional Ingredients
- Dempsey Corporation
- Gehrke Company Inc
- Horn
- IMCD
- Mays Chemical
- Palmer Holland
- Skidmore
- Stauber
- TLC Ingredients
- Univar*
- Azelis (Marcor)
- BCFoods
- DMH Ingredients
- Gillco Ingredients
- ICI Foods
- JM Swank
- Mitsubishi International Food Ingredients
- Prinova
- St Charles Trading
- Vivion

Pool B is Manufacturers of Food/Beverage/Nutraceutical Ingredients:

- AAK USA
- ADM Wild Flavors
- BASF
- Beneo
- Cargill
- Corbion Food Ingredients
- DSM
- Ingredion
- Kerry Ingredients
- Mane
- Ravago
- Symrise
- AB Mauri
- Ajinomoto
- Bell Flavors & Fragrances
- Bunge
- Chr Hansen
- Dow Dupont
- Glanbia
- IFF (Frutarom)
- Kraft Foods
- Naturex
- Sensient
- Tate & Lyle

Target Job Titles:

- Information Technology Director/VP
- Chief Information Technology Officer
- Chief Information Officer
- CIO
- CITO

Contacts with applicable backgrounds will also be gathered, regardless of title, as they are identified through the course of research.
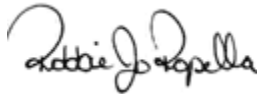
Key Words and Search Terms:

- Software Development
- Application Development
- Cloud Computing
- Team Management

- Information Technology
- Coding
- Network Management
- Team Building

These keywords were identified through research, info gathering with the hiring manager, the Search Prep Questionnaire, and by researching the Batory Foods website. If there are any search terms that should be added or removed, please let us know as soon as possible as this helps narrow the target for the ideal candidate.

Please note: Research will begin when the XCAVATE team receives approval (indicated by signing below) of this Research Strategy from the Ropella team, and their client, Batory Foods. The Ropella team is responsible for sharing any desired changes in the research plan.

I have thoroughly reviewed and approve the Research Strategy presented in this document:

	07/31/2020
Ropella Group Representative Signature	Date

Batory Foods Representative Signature	Date