



SONOCO
PACKAGING
LEADERS



Is your company interested in recruiting for Sonoco? Learn more about our process.

What is Sonoco's recruiting process?

Occasionally, Sonoco will enlist the help of third party recruiters to source open positions.

When this situation arises, our policy is to first contact those on our preferred recruiter List. If, after a certain period of time, we need to expand our search, we will call on other recruiting firms to work with us on a temporary basis. Those working on a temporary basis will be awarded a contract for that particular position only.

Please note:

- All external recruiters must have a valid contract to work with Sonoco.
- Once a contract has been finalized, the external recruiter and Sonoco's Staffing team will map out a communication and sourcing strategy.
- It is against company policy for external recruiters to work directly with hiring managers.
- Additionally, cold calling hiring managers is not allowed.

What is the preferred recruiter list?

Sonoco's preferred recruiter list contains information on external recruiters that the Company regularly enlists when filling open positions. This list is divided by specialty (areas/disciplines) and there are a limited number of external recruiters per specialty.

Members of this list are given a period of exclusivity before Sonoco will contact additional external recruiters to fill a position.

Additionally, preferred recruiters are awarded a special compensation rate.

How do I get on Sonoco's preferred recruiter list?

Sonoco's preferred recruiter list is reviewed annually and anyone may apply to be listed on it. To be considered, you'll need to simply answer some preliminary questions about your services.

Please send an email to hrstaffing.clerk@sonoco.com for a copy of the questionnaire.

Sonoco will use this information during the annual review of the preferred recruiter list.

I'm not on the preferred recruiter list. How can I still work with Sonoco?

If you are not on the preferred recruiter list, but you would like to help us fill an opening, you'll need to answer some preliminary questions about your services.

Please send an email to hrstaffing.clerk@sonoco.com for a copy of the questionnaire.

Once you have returned this questionnaire, Sonoco will negotiate a temporary contract with you regarding the specific positions you'd like to help us fill. After your contract has been finalized, Staffing will contact you to map out a communication and sourcing strategy.