



Case Study

Managing Director

BACKGROUND

Source was engaged to appoint a Managing Director to crystallise the vision and lead the client's operations across the UK and Europe. The candidate sourced, was to be responsible for the repair and overhaul of the company's light industrial turbine range within the oil & gas sector; to lead the strategic planning process and take ownership of the annual operating plan, as well as integrating functional areas in alignment with business objectives.

ASSIGNMENT

The work carried out was a structured systematic search within a pre-determined target list of companies to identify a long-list of suitable candidates. The research was supplemented by extensive networking with known contacts in the sector - together with well placed new sources - to ensure that the ideal candidate pool was approached.

Having identified prospective candidates, the long-list was interviewed to evaluate their suitability based on the client's strict criteria for the role. Details of the candidates' written applications were probed and individuals were further assessed against the agreed criteria as to their personal fit to the organisation and overall competence for the role. During this period, constant communication with the client was always maintained to ensure that they were kept updated with progress.

RESULT

Source presented a short-list of five candidates to the client and provided comprehensive interview reports for each of the individuals interviewed, detailing their employment history, personal profile as well as our assessment and recommendations. A candidate was selected from the short-list, appointed to the post, and two others were made offers within the Group.

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