

Perry Slingsby Systems

About the client

Our client is part of a \$700 million Technology Group in the Energy sector offering product, rental and engineering consultancy services. The business employs around 200 people in the UK, across two sites.

The brief

Nigel Wright was retained to fill two 'business critical' roles for its client. The business required a hire calibre Operations Manager and Head of Projects who could effectively manage key functional areas through a period of rapid change.

Specifically, the Operations Manager would drive process change and implement modern manufacturing strategies and techniques, focusing on continuous improvement. The Head of Projects would be required to introduce transparency and control to the project function and work closely with the Operations Manager, to bring greater cohesion between the two functions.

Our client's workforce is long serving and loyal, therefore both individuals would need to demonstrate a collaborative but progressive leadership style that would positively impact the overall capabilities and productivity of the teams. At the same time they would need to respect the 'conservative' culture of the business, by ensuring that process improvements were happening at an appropriate pace.

A key challenge was the remote location and low profile of our client, which would make it difficult to attract the right kind of talent.

Our approach

Nigel Wright was selected as a recruitment partner for these assignments due to our consultant's broad expertise in Operations, as well as our ability to challenge the client on various aspects of the hiring process.

Our creative 'solution' to this complex recruitment process was three fold. Firstly, it became immediately clear that trying to source the right kind of technical competence would be difficult, due to the remote location of the business. Furthermore, to have an impact in these roles and in the business generally, strength of personality was going to be a key factor. We advised our client, therefore, to open up the parameters of the search to allow us to consider a broader range of sectors and move the focus of the selection criteria to consider 'cultural fit' over technical expertise.

Using a holistic approach of headhunting, database search and online advertising we took the time to promote our client's brand as well as key aspects of these opportunities to the market, quickly identifying prospective candidates to put forward for interview.

The third and most critical factor was creating a two stage interview process that met the expectations of both the client and the candidates. Stage one was deliberately informal where we took the time to provide candidates with as much information about the business as possible, to allow them to fully decide if this was the right move for them. We also briefed the client, prior to stage two, to ensure that our messages were consistent.

The result

The client was impressed with the value we were able to add with regards to regular communication and our consultative service. Prior to hiring Nigel Wright, our client contended that recruitment had been an ad hoc exercise; however the success of this process meant that standards and expectations had been raised considerably in the business.

Both candidates, although coming from similar working environments, had broad operations, project and supply chain experience gained from working in different sectors. The 'two way' interview process also meant that the client could be confident that candidates who were progressed to final interview stage, were suitably briefed about the businesses ambitions as well as the desired impact of the roles.

Because of this the client felt the selection and assessment process was robust and that the successful candidates were an ideal fit for the organisation.

Client testimonial

Kevin Taylor, MD – regarding impact of candidates in role.