

Executive Search Case Study 1

Our client was going through a strategic reorganizational programme across all of its business units. As a result, a newly created leadership position was created to head up all of the maritime activity across the group. Faststream Executive Search was asked to participate at an early stage to develop the functional elements of the role (Job Description) and the preferred characteristics and traits of the ideal candidate profile (Person Specification). Combined, these essential tools became the initial criteria for defining candidate suitability.

Due to the highly sensitive nature of the search project it was agreed that a covert approach was necessary and that targeted headhunting was the single correct approach for identifying potential candidates. Advertised selection would not play a part in broadcasting the recruiting story and the initial focus would only be on passive candidates, those not actively seeking new employment opportunities usually due to satisfactory levels of contentment and job challenge in a current role.

At the same time as defining the content of the role and the profile of the desired candidate, Faststream Executive Search also produced the timeline for the successful delivery of the search assignment. By defining key milestones and essential deliverables we were able to produce an accurate and realistic working timetable to allow the client the ability to forward plan in respect to screening and interview dates. Weekly progress meetings were scheduled to allow real-time knowledge sharing and client input as the search process unfolded.

By deploying targeted headhunting and systematic research in addition to leveraging our vast shipping and maritime network we were able to identify the best performing potential candidates whose career-climb and professional achievements were considerable and rapid.

Once we were comfortable that we had rigorously mapped the target market we then proceeded to benchmarking and more advanced evaluation to produce our candidate shortlist. Through a combination of profiling and in depth background checking we were able to objectively approach the face-to-face interview phase. At first phase, all shortlisted candidates were initially interviewed by Faststream Executive Search. Objective post-interview reports were produced in addition to profiling assessments for each candidate and were presented to the client prior to client interview. The reports included probing areas to explore and targeted interview questions. At second phase, client interviews took place with the senior management team and peer group executive managers.

Once our client had completed their short list interviews, the two strongest candidates who performed best at second interview were selected for final interviews with Executive Board representatives. These interviews took place and their preferred candidate was selected.

Having already closely identified the candidate's motivations to move, their current situation and the real impact of moving we were able to quickly work with the client to define a remuneration package which would satisfy the needs of the preferred candidate, that would lead to an acceptance of job offer and successfully conclude the search.

Having presented the offer which the successful candidate was both excited and pleased to accept we then provided resignation management and on-boarding coaching and a target start date was identified. Once the formal offer and contract of employment was signed and received we then proceeded to take formal references from the candidate's previous employer in addition to the early testimonials and due diligence background checks which we had already completed.

A scheduled post-assignment performance review meeting was held and the search assignment was analysed in detail. Our client was pleased with our performance throughout and especially at securing a strong candidate for their strategic leadership position.

We continue to recruit for this client at all levels through the Faststream Recruitment Group and as this case study demonstrates, the completion of a successful search assignment is just the start of a continuing, trusted working relationship.