

Case Study:

HR Director, Manufacturing



KEY POINTS

- NBS Identified a total pool of 231 candidates of which two candidates could have been hired from a final shortlist of six.
- NBS were able to provide a cost effective pricing strategy, based on a model of shared risk that was quick and agile.



THE CHALLENGE

- Following the recent appointment of a new CEO and IPO, our client, a leading manufacturer of consumer durables, identified that the HR function was not fit for purpose and in need of a total rebuild and restructure.
- The appointed individual would become a strategic partner to the CEO, sitting on a newly created Executive Board (Steering Group) and become a trusted advisor to the Board on performance metrics concerning people, engagement, organisational effectiveness, productivity, HR processes and CSR.
- Furthermore, the job holder would inherit a team of 16, with 2 direct reports.

OUR APPROACH

- **Attraction** - We looked at HRDs and other Heads of HR who had experience working within the manufacturing sector with extensive experience in the due diligence of M&A.
- **Selection** - We identified a total pool of 231 candidates. From those 231, NBS interviewed twelve. From those interviewed, six were presented to our client as a shortlist following a detailed screening process.
- **Assessment** - All six of the shortlisted candidates interviewed with our client. Two candidates were brought back for a final interview, from which our client made a decision to hire the preferred candidate.

THE OUTCOME

- NBS were able to provide an agile approach and filter candidates quickly, backed by the infrastructure of a retained executive search firm.
- NBS were able to provide a cost effective pricing strategy for the client, one which was based on a small implementation fee and then a fee on completion.
- Our client was so impressed with the shortlist, they could have hired either of the two final candidates.

If you would like to learn more about this project, please contact Angela Hickmore at angela.hickmore@normanbroadbent.com for an initial confidential discussion.

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