



CASE STUDY

Finding the precise technical skills needed

Challenge:

To find a leading IT expert with the requisite technical engineering and leadership skills in an industry where a six-month search had proved unsuccessful.

After the clients usual routes to market and support networks failed, we were approached via a recommendation to recruit for a senior role with very specific requirements: a leader with technical engineering experience on military-based projects.

The desired candidate also needed to have strong growth potential, a desire to move to America in the future and security clearance to SC level.

Solution:

As the biggest challenge was getting buy-in from large highly skilled engineering teams on sensitive projects, we immediately focused on understanding precise technical requirements for a crystal-clear brief.

We spoke to key stakeholders, identified core challenges and mapped out the future of the role, building a picture of the skills, the culture and behavioural traits needed.

With our extensive senior IT network and experience in this space, we moved quickly to draw up a list of organisations with equivalent complex technical engineering teams and similar cultures and immediately make contact.

Result:

A rapidly assembled shortlist of three matching candidates straight from our network, with two taken to final interviews and one successfully hired. Meeting future planning, the individual then advanced from Technical Director in the UK through to Engineering Director in the USA.