




# Case Study



“I feel very lucky to have had this experience. Our recruiter made the whole process extremely easy.”

Fiona Recker, Managing  
Director at DRS

# Key Achievements

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- With FD Recruit, **DRS Bond Management** (DRS) found their ideal finance director.
- The recruiter helped **advise** DRS about the type of candidate that would best suit the business before starting the recruitment process, which DRS **appreciated and utilised**.
- DRS found the whole experience to be **extremely easy and efficient**.
- The new finance director has already brought **more clarity to the business** and is currently **helping to drive the business forward**.



# The Challenge

# A Vital FD Role For A Small Team

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DRS Bond Management had reached a stage of growth where it needed more in house specialist financial knowledge to help the business reach the next level. In particular, the managing director wanted to understand the performance of the business in detail, implement strategic systems, invest in new assets and adopt a better financial structure to help it grow. It was time to hire a finance director.

“We are only a small team so we needed someone who would help enact change,” said Fiona Recker, Managing Director at DRS. “Because of the nature of what we do, finance related jobs are even more pivotal than it would be at some other companies. And it wasn’t just about how well they could do the job. We wanted someone with great interpersonal skills and a sense of humour so they could integrate well with everyone in the business.”

DRS soon realised a niche recruiter was the best way to proceed.

“We’d never actually used a recruiter before,” said Fiona. “But I recognised that the best way to find someone suitable for such an important job was to go down the specialist route.”

A top-down view of a dark wooden desk. In the upper center is a closed black notebook. To its right lies a silver pen with gold accents. Below the pen is a black smartphone. In the bottom right corner, a portion of a silver laptop is visible, showing the keyboard and trackpad. The text "The Search" is centered in white.

# The Search

# The Recruitment Process

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Under the guidance of FD Recruit's Mark Masson, Fiona was able to get a much better idea of the sort of person she needed for the role.

Fiona said: "We initially thought we wanted to get a younger FD to suit the age of the employees in our business. But Mark helped us realise that in order to help our business flourish we needed someone who had a range of FD experience under their belt to help us drive the business forward.

"It was Mark's knowledge and experience that helped us to understand exactly who we needed and how to go about the recruitment process. He knew exactly what he was doing. It was incredibly easy from our end from there. He took care of finding all the candidates for us - we simply had to choose."

FD Recruit's Mark Masson said: "The time Fiona was able to spend with me at our initial meeting and the detailed picture of the business I gained was instrumental in providing the base to successful recruitment. On top of that, the requisite dose of common sense, hard work and lateral thinking, helped find the candidate that very strongly appealed to Fiona and the business."

# The Ideal Candidate

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FD Recruit presented DRS with a number of high quality candidates to choose from, all of which would have been suitable. But, in the end, Fiona went with the one with the most experience and was most likely to bring more value to the business as per Mark's recommendation.

"We are so glad we took Mark's advice on our selection process," says Fiona. "Our new FD is already having a real impact on the business.

"He's brought clarity to the business and all our reporting is much stronger and clearer. He is currently helping us plan financially for the future and he really knows what he is doing in terms of predictions and business growth. He also has fantastic people skills, which was something we really wanted to find for such a key position so he could work across our team easily."



# Why FD Recruit?

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“I feel very lucky to have had this experience,” says Fiona. “Mark made it extremely easy throughout the whole process. I really do recommend FD Recruit because I honestly can’t think of any negatives. They clearly have some skilled recruiters.

“ I am extremely confident in our new finance director. I highly recommend FD Recruit to anyone looking for a finance director or CFO. Going with a specialist recruiter is clearly the best way forward if you want the highest quality candidates to help drive your business forward.”



# We'll help you find the perfect candidate

If you are looking for an exceptional Finance Director or CFO,  
please talk to us about your requirements.

EMAIL: [enquiries@fdrecruit.co.uk](mailto:enquiries@fdrecruit.co.uk) WEB: <https://fdrecruit.co.uk>