



# Case Study

“I think the biggest benefit was having a specialist recruiter to deliver what we were looking for quickly, easily and simply, with great communication.”

**Claire Smart, Operations Director at Gillespie  
Manners Search and Selection**

# Key Achievements

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- With FD Recruit, **Gillespie Manners Search and Selection** was able to find their **ideal Interim Chief Financial Officer (CFO)** in a timely and efficient manner.
- They needed someone to help the Operations Director settle into their new role by providing **finance insight**.
- They followed a **bespoke, detailed plan with milestones**, which meant everything ran **very efficiently**.
- **Gillespie Manners Search and Selection** were **extremely happy** with the recruitment process, citing it quick, easy and simple.



# The Challenge

# An FD to learn from

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As Gillespie Manners Search and Selection began to grow, the company were in a need an Interim CFO to help support their newly promoted Operations Director.

Claire Smart, Operations Director at the company said: “I was moving out of a team leadership commercial role into the Operations Director role, but I didn't have a finance background. The idea was that the candidate would help me transition into that role and also put a bit of rigor around the finance in the business because we are at a size now where we needed that little extra.”

Claire continued: “I needed someone that I got on with really well and felt like I could learn from. If we could find someone with some form of experience within a larger recruitment firm that would be beneficial as well. We also needed to find someone quickly.”

The company decided to use FD Recruit after concluding that other recruiters were too general. Claire said: “We spent 2 to 3 weeks with another recruiter and we had some CVs, but they were not what we were looking for at all. It was just general sort of C-level recruitment as opposed to CFOs. FD Recruit is a specialist so I reached out to them and got the conversation started from there.”

A person stands in a dark, complex maze of stone walls. A bright beam of light illuminates a path leading away from the person, symbolizing a search or journey. The maze is composed of high, rectangular walls made of cracked stone, creating a labyrinthine structure. The lighting is dramatic, with deep shadows and a bright highlight on the path.

# The Search

# An organised and easy recruitment process

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After discussing the brief in full, FD Recruit was able to provide Gillespie Manners Search and Selection with a number of highly qualified candidates for review, all which matched very closely to what they were looking for. Two of the proposed candidates went to interview stage.

Claire said: “We wanted quality as opposed to quantity. I asked the recruiter to send me four to five candidates, and then I picked a couple to interview rather than going through some huge, long, elongated process.”

“One of the candidates seemed like a better fit, so we got her to speak to our MD and one of our board members as part the interview process.”

“FD Recruit communicated really, really well. I think we’ve had an initial discussion and within three or four days, the recruiter provided me with, I think, three or four CVs.

“And then within another few days he'd provided me with another couple of CVs. He really took the time to talk to me about the feedback, and what I liked and didn't like.”

A complex network graph with white nodes and blue edges on a dark blue background. The nodes are scattered across the frame, and the edges form a dense web of connections between them. The text "Why FD Recruit?" is centered in the middle of the graph.

**Why FD Recruit?**

# Why choose FD Recruit?

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Claire was very happy with the efficiency of the FD Recruit process. She was particularly impressed with the communication, attentiveness and ease during her experience.

She said: “Throughout the process, FD Recruit made it really easy. They were quick with feedback from the candidates and came to me asking for feedback.”

“When we got to the negotiations and contract stage, our recruiter made that really clear and simple as well.”

“I think the biggest benefit was having a specialist recruiter to deliver what we were looking for quickly, easily and simply, with great communication.”

“The recruiter was extremely personable and made it an enjoyable process.”



# We'll help you find the perfect candidate

If you are looking for an exceptional finance director or chief finance officer, please talk to us about your requirements.

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