

EXECUTIVE Recruit



Case Study

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Darren Cairns, former MD

Key achievements

- With Executive Recruit, in collaboration with its sister company, FD Recruit, **Integral Powertrain** found a Chief Commercial Officer (CCO) ideally suited to the business.
- Former MD, Darren Cairns found the quality of selection to be first rate and felt like the recruiter really cared that they got exactly the right fit for Integral Powertrain.
- He is extremely confident in the new CCO and wouldn't hesitate to use Executive Recruit for their next senior appointment, citing the importance of using an expert recruiter for senior appointments.



The Challenge

The most important role in the business

After a period of growth, Integral Powertrain was looking for a chief finance officer to join the senior management team. The newly created role was designed to support the board in developing company strategy, planning, financial modelling and the continued growth of the business.

They required a qualified accountant with broader responsibilities to be responsible for IT, Facilities, Legal, as well as experience at the more strategic and commercial end of the business.

It was also important that they had experience within a very high-tech engineering / low volume manufacturing setting.

Darren explained: “For a senior position such as this we required a hugely dynamic, energetic and driven individual.”

A top-down view of a dark wooden desk. In the upper right, there is a closed black notebook. Below it lies a silver pen with gold accents. To the right of the pen is a black smartphone. In the bottom right corner, the silver keyboard and trackpad of a laptop are visible. The text "The Search" is centered in the lower half of the image.

The Search

The Recruitment Process

Integral Powertrain approached Executive Recruit following a recommendation from a partner at a national mid-tier accountancy firm.

An exceptionally detailed process and close collaboration with Executive Recruit led to a successful completion of the assignment.

Darren said: “Executive Recruit didn’t waste our time. Recruiting for a senior position can be an expensive and time consuming process. You need to get buy-in from most of the senior staff members, which takes up huge chunks of times. Executive Recruit was extremely thorough. Our recruiter took his time putting together a quality shortlist, leaving no stone unturned. This was evident in the caliber of the shortlist.

Our recruiter commented: “An extensive and thorough search process led to a number of comparable shortlists being formulated to ensure the market had been entirely covered, and then fine-tuned to a smaller, more focussed shortlist. Further meetings were held between client and Executive Recruit to discuss findings in more detail and to advise the client further and support their decision-making process.”

The Ideal Candidate

The successful candidate is now thriving in his new role and providing the business with the strategic support and leadership they had been missing before.

“We very happy with our ultimate choice,” said Darren. “But, all things considered, it seems logical that such a specialist recruitment firm would find us exactly what we needed.

“He’s already done a lot to improve our systems and financial strategies and we are seeing a measurable difference.”

Why Executive Recruit?

“If we ever have another recruitment position to fill, I’ll choose Executive Recruit or another company within Exec Recruit group again, no question,” says Darren. “Executive Recruit really cared about our new appointment, keeping in touch throughout the entire process, and beyond, to ensure everything went smoothly and that we were satisfied with the result.

“The quality of selection was first rate and nobody was put before us that didn’t meet our criteria. From there, it was simply a case of choosing someone we liked and could trust in such an important position.

“From this experience, we have learnt that if you are recruiting for senior positions, you need to choose an expert, otherwise the process will be much more difficult than it otherwise should be.

“Our new CCO is really helping the business to improve. I highly recommend Executive Recruit to anyone looking for a very senior appointment. 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 senior appointment, please talk to us about your requirements.

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