




Case Study



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Peter Masters, Managing Director at Mini Clipper
Logistics

Key Achievements

- FD Recruit worked with Mini Clipper Logistics to develop an understanding of the requirements of the company in order to provide them with a list of **high calibre candidates**.
- The recruiter understood how important it was for the company to find someone who was **a good fit with their culture** and also had commercial, legal, and HR knowledge.
- In line with ensuring the company found the right professional for them, FD Recruit **put their specialist knowledge and expertise to use** throughout the recruitment process.
- The recruiter helped Mini Clipper Logistics to **formulate their planning and actions** by providing several useful options.
- Mini Clipper Logistics are **delighted by the way their new Finance Director has settled into the company** and with their performance.



The Challenge

Commercial, legal, and HR knowledge

Mini Clipper Logistics is a fast-growing haulage and logistics company. Its Finance Director was retiring after five years with the company. Prior to that, they had the same Finance Director for 27 years.

Peter Masters, MD at Mini Clipper said: “We were keen to find someone with the same level of industry knowledge combined with a good awareness of legal, HR, and commercial matters. However, personality was also a critical aspect of this recruitment as the individual needed to be comfortable within the company's culture. We wanted to find someone who was a good fit into a quirky and compact team, someone who was not overly corporate.

A local accountancy firm introduced FD Recruit to Mini Clipper Logistics having recognised the need for a specialist approach. This was especially the case given that, in this situation, the Finance Director was essentially the Managing Director's number two.

FD Recruit’s recruiter was happy to put its specialist knowledge to use, ensuring that Mini Clipper Logistics found the right professional for the role.

A close-up photograph of a computer keyboard with a magnifying glass resting on it. The magnifying glass is positioned over several keys, including 'G', 'H', 'B', and 'N'. The text 'The Search' is overlaid in a bold, blue font across the center of the image. The keyboard keys are light-colored with dark lettering. The magnifying glass has a dark frame and a silver handle.

The Search

The Recruitment Process

FD Recruit met with Peter remotely, given the COVID-19 restrictions in place. They agreed that there would be a three-stage process of first interview, second interview for shortlisted candidates, and final interview with the preferred candidate from the whole process.

The recruiter agreed to provide a concise list of candidates within three weeks. They decided to interview 11 people at the first interview stage and created a shortlist of four to go forward to second interview. Mini Clipper decided to conduct these second interviews face-to-face rather than remotely to ensure they picked up everything.

Peter said: "We were very happy with the standard of the candidates put forward and we found the recruiter's assistance invaluable in helping them find the right fit for Finance Director in our organisation. FD Recruit gave us lots of different and varied options which helped us to evolve our thinking during the process ultimately ending up with the right candidate for our business. We were very impressed with how smooth the entire process was."

Our recruiter said: "The MD was very open and honest, allowing me to get a great understanding of the business and its requirements. The MD was also very efficient in relation to the interview stages, allowing the whole process to run like clockwork. Having a project plan meant all the candidates were fully communicated to. This gave them a positive and professional perception of the organisation."

A close-up photograph of a person's hands clasped together in a dark suit. The person is wearing a dark blue or black suit jacket, a white shirt, and a dark tie. A wristwatch with a white face and black numbers is visible on the left wrist. The watch face has numbers 1 through 12, with some numbers appearing to be mirrored or upside down. The background is dark and out of focus.

Why FD Recruit?

Why choose FD Recruit?

Peter said: “We recognised the value of working with a specialist recruitment company. It meant that the recruiter had a focused approach and made it easier for them to find an expert who was also a great fit for their organisation.

Peter said: “We really valued the dedication of the recruiter in understanding the business, which provided an impressive list of potential candidates. Our experience was very straightforward. FD Recruit did everything we asked of them, and we got a great fit for our business. Going down the specialty route really worked for us. It's definitely better to use a specialist.”

Mini Clipper Logistics also commented on just how slick the service was. The end result was that the company secured a finance director who has proved to be an excellent fit within the organisation as well as providing the value of his expertise. They are extremely happy to have achieved this result by working with a dedicated recruitment specialist



We'll help you find the perfect candidate

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

EMAIL: enquiries@fdrecruit.co.uk WEB: <https://fdrecruit.co.uk>