



Case Study

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Laurence Holder, CEO of SBZ
Corporation



Key achievements

- Having reached a point where the business was growing so rapidly, **SBZ Corporation** reached out to FD Recruit to find a highly experienced **Interim CFO**.
- SBZ needed to fill the position quickly, whilst also ensuring the successful candidate was the right fit for the company; which is exactly what FD Recruit did.
- The CEO of SBZ found the recruitment process **extremely easy, efficient and professional**, and would definitely recommend FD Recruit to anyone looking for a Finance Director or CFO.
- The successful candidate is already helping to move the business forward, and is now a permanent member of the team.

The Challenge



Required support at a critical time

When SBZ Corporation started growing very rapidly, they urgently needed to recruit an Interim CFO.

The company, which specialises in formulating, manufacturing and supplying additives to the global fuel and lubricant markets, wanted an efficient recruitment process so could fill the role quickly.

“We needed someone with experience and connections, and who had previously worked in a senior role,” said Laurence Holder, CEO of SBZ Corporation. “It was crucial that they were the right fit for us, and our company’s culture too.”

“We wanted the successful candidate to eventually move into a permanent position, so it was essential that we found the right person and didn’t waste any time in the recruitment process.”

Having used other generic recruitment agencies before, Laurence needed assistance from a specialist recruitment agency, one of which would be much more focused in their search.

“I had heard good things about FD Recruit and really needed them to take away the hassle for me, and work in an efficient and professional manner; in which they did from start to finish,” said Laurence.



The Search

The Recruitment Process

It was imperative that SBZ found a skilled and experienced Interim CFO as quickly as possible. A brief was provided to the recruiter and, very shortly after, Laurence received three excellent candidates for interview.

Laurence commented: “Most agencies I have dealt with in the past have sent a larger selection of weaker candidates, however, I could have employed any of the three candidates put forward by FD Recruit. They all had fantastic experience and were extremely unique. It was very clear that our recruiter had listened to what I was looking for.

“All candidates interviewed extremely well, however, candidate availability made it easy for me to pick. And like I said, I could have easily hired any of them.”

Our recruiter said: “The client was extremely open and honest about the business, what its ambitions were and what sort of person they needed, which made it easier for me to focus on shortlisting the right candidates to avoid overwhelming the client with a lot of CV’s. The shortlist was small but very accurate which saved the client a lot of time, as I understood there were some internal pressure in terms of time, and also the type of candidate they wanted. The ideal solution was for an immediately available interim FD, but one who also had great potential to become a permanent fixture, so I was really doing two searches in one. That clarity enabled me to focus on being the solution for both the short term and long term issues the client was facing, and therefore saving the client time and money in the end.”

**Why
FD Recruit?**



Why FD Recruit?

Laurence found the entire process extremely simple and straightforward.

“I really didn’t have the time to sift through lots of CVs, so when our recruiter sent over three fantastic candidates I was delighted. He listened to what I wanted from the very start and presented high-quality candidates based on that,” said Laurence.

“Using FD Recruit made my life very easy. The most important benefit to using them was how focused their search was. They didn’t waste my time, unlike other agencies I’ve used in the past, and the candidates sent over to me would have all been extremely suitable for the role.

“I would highly recommend FD Recruit to anyone looking for excellent senior candidates, and wouldn’t hesitate to use them again if I needed to.”

The successful candidate is doing a very good job so far and is already helping to move the 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

WEB: www.fdrecruit.co.uk