

FD Recruit



Case Study

A fishing boat named 'SPARKLING STAR' with registration 'BCK.29' is shown sailing on the water. The boat is white with a red hull and features a blue and white saltire flag. The text 'SPARKLING STAR' and 'BCK.29' are visible on the side of the boat. The background is a dark, overcast sky and sea.

“Working with FD Recruit has been a great success. Their expertise, professionalism, and dedication to finding the right fit for our organisation were evident throughout the process. I would highly recommend FD Recruit to any organisation in search of top finance professionals.”

John Anderson, CEO of the
Scottish Fisherman Organisation

Key achievements

- Working with FD Recruit, The Scottish Fishermen's Organisation (SFO) successfully found a highly qualified and experienced Financial Director to replace the previous Finance Director, who had been there for over 40 years.
- FD Recruit presented The Scottish Fishermen's Organisation with a pool of excellent candidates, who possessed exceptional finance skills and experience.
- Collaborating with FD Recruit, the organisation successfully mapped out a comprehensive recruitment schedule, ensuring a smooth and well-structured hiring process.
- The calibre of candidates provided by FD Recruit was outstanding, making the decision-making process challenging due to having more than one candidate worthy of an offer.
- The Scottish Fishermen's Organisation appointed a highly capable and impactful Financial Director, George, who has already made a remarkable impact in the business.

The Challenge



A Seamless Transition

The Scottish Fishermen's Organisation faced the retirement of their long-standing Financial Director, Robert MacNab, who had served the organisation for over 40 years.

Finding a suitable successor to fill the retiring FD's role and contribute to the ongoing financial success of the organisation was going to be a significant challenge. Therefore, the organisation needed to identify a highly qualified and experienced FD who could seamlessly transition into the role and provide strategic financial guidance.

To address this challenge, The Scottish Fishermen's Organisation sought the expertise of a specialised recruitment agency to assist them in finding the right candidate.

John Anderson, CEO of the organisation, explains, "We needed a recruitment partner who could understand the unique demands of our industry and could help us identify exceptional finance professionals."

Since, it was going to be a difficult task for any recruiter to find a replacement for someone who had been there for such a long period, after careful consideration, they chose to partner with FD Recruit based on their exceptional track record in recruiting Finance Directors and CFOs for a wide cross section of organisations. The organisation recognised that FD Recruit's expertise and focus on the finance sector would be invaluable in sourcing the right candidates.

John shares his reasoning, stating, "FD Recruit's expertise and specialisation, made them the ideal choice for our organisation."



The Search

The Recruitment Process

Working closely with FD Recruit, The Scottish Fishermen's Organisation mapped out a comprehensive recruitment schedule to ensure a smooth and well-structured hiring process. This schedule provided clear guidelines and expectations for each stage of the recruitment process, ensuring that all stakeholders were aligned and informed.

During the initial stages of the search, The Scottish Fishermen's Organisation engaged in detailed discussions with FD Recruit. These conversations allowed them to gain insights into the market for Finance Director recruitment in their region. FD Recruit provided valuable information about the qualifications, experience, and skill sets of candidates likely to be suitable for the role. This knowledge empowered the organisation to make informed decisions throughout the recruitment process.

FD Recruit conducted a rigorous screening process to identify the most qualified candidates for the FD position. They presented The Scottish Fishermen's Organisation with a selection of 7 CVs, all showcasing impressive credentials so we selected 6 for a first stage interview. The calibre of candidates presented by FD Recruit demonstrated their ability to identify and attract top-quality talent.

John recalls, "We were torn between the candidates after the initial interviews due to their exceptional abilities. To make the decision, we invited four candidates for a second round of interviews." Ultimately, they chose George as their new Financial Director. John said: "George has already made a great impact in our business, and we are extremely pleased with our appointment."

**Why
FD Recruit?**



Why FD Recruit?

FD Recruit's specialised focus on Finance Director & CFO roles ensures that they have a deep understanding of the industry's unique requirements and challenges. This expertise enabled them to provide tailored insights and advice on the available pool of candidates in the market.

Throughout the recruitment process, FD Recruit demonstrated a thorough and meticulous approach, ensuring that only the most qualified candidates progressed to each stage of the selection process. Their guidance and expertise proved invaluable in navigating the challenging decision-making process.

By partnering with FD Recruit, The Scottish Fishermen's Organisation successfully addressed the critical need for a new Financial Director. FD Recruit's specialised knowledge, comprehensive recruitment process, and exceptional candidate selection capabilities were instrumental in identifying a highly qualified professional who aligned with the organisation's values and vision.

The collaboration with FD Recruit enabled The Scottish Fishermen's Organisation to secure a talented FD who is poised to make a significant impact on the organisation's financial strategies and continued success.

John said: "Working with FD Recruit has been a great success. Their expertise, professionalism, and dedication to finding the right fit for our organisation were evident throughout the process. I would highly recommend FD Recruit to any organisation in search of senior finance professionals."



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