




Case Study

A large, white, spherical surveillance camera is mounted on a pedestal, overlooking a body of water at sunset. The camera has two large circular lenses and is positioned on the left side of the frame. The background shows a sunset over a body of water with a dark shoreline in the distance.

“All the hard work was done for us, making it an extremely straightforward recruitment process. The recruiter was always available too, which made things even easier.”

Paul Eley, Managing Director at
Silent Sentinel

Key achievements

- Working with FD Recruit, **Silent Sentinel** found a highly experienced **Finance Director** to replace their previous one, who felt he needed further training and experience in order to do the role.
- They needed someone with international experience and who would fit in well; as they are an extremely close team, and are very dynamic and personality driven.
- Silent Sentinels' Managing Director found it to be an extremely **easy recruitment process** from start to finish.
- They are **very pleased with their new Finance Director**, who has fitted into the role perfectly and has really hit the ground running.



The Challenge

Crucial role within the business

Silent Sentinel is a fast-growing company and they urgently needed to find a new Finance Director.

Their highly experienced Finance Director left the company three years ago, and his understudy, who was still training to be a fully fledged accountant, initially stepped into the role. Over time, he felt that he still needed more experience, particularly as the company began to trade globally. This left a crucial role open which needed to be filled urgently.

“He wanted to go back and do more training,” said Paul Elsey, Managing Director at Silent Sentinel. “So this time round I wanted to recruit someone who had experience dealing internationally too, due to our recent expansion.”

With an extremely close, personality driven team, it was important to Paul to find someone that he and his team could get on as they would be his direct report.

He said: “In addition to being someone we would get on with, I wanted to find someone who would be able to get involved in the day-to-day running of everything, as well as having a finance background.”

The Search



The Recruitment Process

After a detailed conversation to understand the requirements, our recruiter set out to find the perfect Finance Director for Silent Sentinel.

FD Recruit sourced a very strong batch of candidates, four of which he sent to Paul. Paul then narrowed it down to two extremely skilled and experienced prime candidates, and it was obvious at the interview stage that one of them was a clear front runner.

Paul Elsey said: “Our recruiter was very good. He understood and agreed with what we were looking for from the start, and provided us with a good number of strong candidates, all of whom would have been fantastic in the role.

“All the hard work was done for us, making it an extremely straightforward recruitment process. The recruiter was always available too, which made things even easier.”

Our recruiter said: “It’s always important for a client to work collaboratively with us and to be open and detailed about their business and what they want. The client gave us an excellent, detailed picture of everything, which enabled us to focus our search carefully and provide a strong shortlist for them.”

**Why
FD Recruit?**



Why FD Recruit?

Paul was extremely impressed with the service FD Recruit provided, finding them professional and efficient throughout.

“Our recruiter led the process for us, understanding exactly what we were looking for from the offset,” said Paul. “It felt like he was well-informed and clearly experienced which made it really easy for us. It’s obvious that FD Recruit are specialists in a number of niche sectors.”

Paul is extremely happy with his new Finance Director. “I immediately gelled with him and he has fantastic knowledge and experience to go with that,” he said. “It’s proven to be the right decision as he’s fitted into the team so well already.

“I was recommended to use FD Recruit to fill this role, and would most definitely use them again and recommend them to anyone looking for a specialist recruitment agency too.”



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.

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