



Case Study

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**Sanjay Sharma, Group CEO at
Twinscape Group**

Key achievements

- **Twinscape Group** needed to hire a full-time Finance Director to support their ambitious growth plans and ensure strong financial leadership during their expansion.
- FD Recruit successfully placed an **experienced Finance Director** to oversee the financial function and drive the company's financial strategy.
- The recruitment process highlighted FD Recruit's expertise in **identifying top-tier finance professionals** and aligning them with Twinscape's specific business needs and strategic goals.



The Challenge

The Need for Strategic Financial Leadership

Twinscape Group, renowned for its cutting-edge Hydrofloors technology, faced a fundamental moment in its business journey.

The company had been relying on a part-time Finance Director for several years, but as they became private equity-backed and began scaling up, their financial needs grew significantly.

With an ambitious growth plan aimed at increasing sales and revenue, Twinscape now required a full-time Finance Director. This new role was critical in working closely with the CEO to further develop the business, establish strong financial controls, refine processes, and provide insightful management information to guide strategic decisions.

The search for a finance leader who could meet these challenges led Twinscape to FD Recruit, who are specialists in senior finance appointments.



The Search

The Recruitment Process

FD Recruit applied a thorough and tailored approach to meet Twinscape Group's needs:

- **Initial Consultation:** FD Recruit worked closely with Twinscape to fully understand the company's financial requirements and strategic goals.
- **Candidate Search:** The recruiter mapped the market and identified a longlist of 15 qualified candidates for the Finance Director role at Twinscape Group. They then shortlisted 8 strong candidates whose CVs aligned with Twinscape's requirements.
- **Candidate Evaluation:** FD Recruit led a structured, multi-stage interview process. Five candidates were interviewed initially, with four progressing to a second round focused on leadership and cultural fit.
- **Final Selection:** Two finalists moved to in-depth discussions, and one was selected to meet with the senior team. After a final meeting with shareholders, the preferred candidate, who possessed strong commercial expertise and cultural alignment, accepted the role.

**Why FD
Recruit?**

Why FD Recruit?

Twinscape Group chose FD Recruit for their expertise in senior finance appointments and ability to deliver high-caliber candidates aligned with their business strategy.

The structured and thorough approach enabled FD Recruit to find the ideal candidate within a complex recruitment process.

Sanjay Sharma, Group CEO at Twinscape, expressed: "We were very impressed by FD Recruit's sector knowledge, the high quality of shortlisted candidates and the thorough management of the recruitment process. FD Recruit listened carefully to our needs and addressed the businesses' requirements, resulting in a successful outcome and a thoroughly positive experience."

The recruiter commented: "I am very proud to have ultimately identified a superb candidate for this business, and also to have found such a brilliant opportunity for this number one senior finance professional."



We'll help you find the perfect candidate

If you are looking for an exceptional Finance Director, or another Senior Executive, please talk to us about your requirements.

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WEB: <https://fdrecruit.co.uk/>