

CASE STUDY

International Search & Selection

Client : Retail & E-commerce
Region : Pan-European



Challenge

An international group, currently engaged in an exciting 3 year business transformation has very challenging programmes to implement across the group. Given the scope of this transformation programme, the executive team identified the need to create a new senior role to drive, monitor, facilitate and advise the businesses, brands and countries on delivering the best outcome for the **group**. With businesses, brands and people at the forefront of change, a critical success factor with this recruitment was the ability to integrate someone with the personality, international exposure, well developed soft skills, values and adequate technical ability to “fit in” and be credible.



What did Terra Connecta do ?

- Identify the critical competencies and soft skills necessary.
- Develop a multi-channel international attraction & search strategy.
- Identify a select number of pan-European professional and social networks
- Approach interesting candidates through international channels
- Manage applications from all around the world
- Select the best suited candidates
- Interview selected candidates either in person or by telephone
- Present a short-list
- Manage all interfacing with candidates
- Regular exchange with the HR Director



Result

An international high performer from a management consulting background was recruited following a selection of 250 applicants from all over the world. Culturally sensitive, excellent linguistics skills, and a strong ability to work with the COMEX and executive managers across the group. This position can be a spring-board for a future operational executive role within the group.

