

CASE STUDY

Executive Search

Client : Facilities Management Sector
Region : Worldwide



Challenge

As part of a global business strategy, this leading international group launched a worldwide initiative to build competitive advantage through its people and diversity. Following extensive research and collaboration with multidisciplinary teams across many different countries, this group successfully built a strategic employee value proposition. Given the scope of this global initiative, the executive management **identified the need to create a new senior** role to reinforce the employer brand, attractiveness, engagement and retention of employees through both internal & external HR communication.

A critical success factor was to integrate someone with **significant international experience**, preferably outside of his/her country of origin, fluency in English, leadership ability, with expertise in communications & HR Development.



What did we propose ?

- An international multi-channel search strategy with special focus on Anglo Saxon countries.
- Directly approach targeted candidates through international professional and social networks, as well as our own database
- Develop a peer-to-peer networking approach to broaden the communication to potential applicants
- Manage applications from all around the world
- Select the best suited candidates
- Interview selected candidates either in person, by telephone or via video conference
- Present a short-list (CVs & interview reports) to SVP HR
- Manage all interaction with candidates
- Reference check for finalist & facilitate negotiation between candidate & company



Result

A bi-cultural, high performer, native English speaker from a leading HR communications group was hired for this position, following a selection of 100 applicants from all over the world. Culturally sensitive with excellent linguistics skills, and a strong ability to lead, this person was promoted to a director's position several years afterwards.

