

## CASE STUDY Executive Search

**Client : Specialized Distribution**  
**Region : Sub-Saharan Africa, Nigeria (Lagos)**



### Challenge

A leading French group in fast growth phase through JVs and acquisitions **wanted to attract and recruit an international Anglo Saxon candidate for a CFO position** to be based in one of their industrial businesses in Nigeria (Lagos). Up to this point, most key international positions (CEO, CFO, Sales & Marketing Director...) were filled with in-house expats and the time had come to internationalize the executive level positions in the different businesses with new cultural management styles especially in sub-Saharan Africa.



### What did we propose?

In collaboration with the SVP HR and other executive directors, we :

- Developed a **global multi-channel search strategy** approaching candidates directly identified in our database, through other relevant databases, as well as communicating to targeted professional financial networks, social networks, alumni associations & other international professional bodies, etc...
- Managed applications from all around the world (Europe, US & Canada, South Africa, Nigeria, Australia & New Zealand, etc...)
- Selected and interviewed the best candidates either in person, or telephone or video
- Presented short-list, managed all candidates in process, advising the SVHR on different salary structures / packages / pension schemes per country/region for all finalist candidates.
- Planned and coordinated interview agendas for candidates, based in many different countries.
- Managed all reference checks & facilitated at negotiation stage.



### Result

A strong **entrepreneurial finance director with a very international career** was hired to join the activity in Lagos. This position was identified as a spring-board for a future Managing Director role within the organization. This person has been very successful and was recently promoted to an MD role for another business within the group in Nigeria.

