

CASE STUDY Executive Search

Client : Petrochemical Industry
Region : France



Challenge

As part of strategic security leadership across the EMEA region, a world leader in the petrochemical industry created a new position for a Director of Security, to be based in Paris. Reporting to the EMEA Security Director and part of an international team, the objective of this position was to provide security subject matter expertise and implement security programs across all businesses in France. To succeed in this position, it was vital to have a strong well-established network with national and local government and law enforcement agencies. As well as supporting the planning and execution of security programs for selected company events and Executive Protection assignments, the Security Director would implement risk reduction efforts, provide training and support to key business initiatives by developing guidance on threat-related intelligence and required escalation measures. This role required strong leadership ability, excellent business acumen, high level of ethics, loyalty & confidentiality, as well as fluency in English, senior management level communication and excellent presentation skills.



What did we propose ?

- A multi-channel search strategy across French & EU with market.
- Identify and approach professionals with Law Enforcement, Investigative and/or European commercial security experience.
- Develop a peer-to-peer networking approach to broaden the communication to potential applicants.
- Job postings to very specific networks
- Manage applications from all regions in France and other EU countries.
- Select and interview the best suited candidates in France, and via skype video for those outside France.
- Present a short-list (CVs & interview reports) to EMEA Security Director.
- Manage candidates and coordinate all interview stages in France, Europe & US.
- Reference check for finalist & facilitate negotiation between candidate & company



Result

Following a rigorous selection of over 100 applicants across France and other EU countries, this group integrated their ideal candidate with the required experience and international exposure to succeed in a challenging industrial environment.

