

CASE STUDY Executive Search

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



Challenge

An international group, engaged in an exciting 3 year business transformation needed to implement very challenging programs across the group. Given the scope of this business transformation, 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 we propose ?

- Identify the critical competencies and soft skills necessary.
- Propose an attractive job offer to communicate to different target groups.
- Develop a pan-European multi-channel search strategy
- Approach interesting candidates through international channels
- Identify a select number of pan-European professional and social networks
- Communication job opportunity & use peer-to-peer networking to attract 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

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 was a spring-board for an operational executive role within the group.

