

CASE STUDY

Executive Search

Client : Manufacturing & Engineering Industry
Region : France



Challenge

As part of strategic EHS leadership across the EMEA region, a world leader in industrial manufacturing & innovation decided to create a new position to reinforce the Environmental, Health & Safety team in France. The EHS Director would provide expertise and leadership in EHS management for all manufacturing operations in France, aligning France with corporate EHS policies. To add to this, the EHS Director would ensure full compliance to French regulation and industry standards, and support Corporate EHS program implementation. A critical success factor was to recruit someone with expertise knowledge and demonstrated technical experience in EHS, and significant experience of ATEX regulation for explosive & dangerous environments. Given the recent reorganization of corporate EHS, it was imperative that the EHS Director had strong leadership ability, fluency in English and excellent people management skills.



What did we propose ?

- A multi-channel search strategy with special focus on the French market.
- Identify specific professionals in chosen manufacturing industries.
- Directly approach targeted candidates through professional and social networks, specific business associations, as well as our own database.
- Develop a peer-to-peer networking approach to broaden the communication to potential applicants.
- Manage applications from all regions in France.
- 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 VP Supply Chain (Manufacturing), Engineering Director, VP EHS EMEA & Head of Recruitment.
- Manage all interaction with candidates
- Reference check for finalist & facilitate negotiation between candidate & company



Result

Following a selection of over 200 applicants from all over France, excellent candidate was recruited with more than 12 years' experience in EHS within a manufacturing environment. Culturally sensitive with excellent linguistics skills, and a strong ability to lead, manage, coach & drive others in the right direction, this person is extremely happy in his role.

