

CASE STUDY Executive Search

Client : FinTech, Payments & Business Solutions

Region : France



Challenge

A leading international group has built a very successful international network of partners and customers through strategic acquisition. In order to support the rapid expansion across Europe of the DCC (Dynamic Currency Conversion) market, this group decided to create a new position for the French market. Outside of recruiting someone with experience in the DCC market, a **critical success factor** was the ability to be **comfortable working remotely**, without any direct management on the French market. To add to this, it was important to have excellent communication and presentation skills, as well as an openness to travel extensively.



What did we propose ?

- A pan-European search strategy with special focus on France, UK & German markets.
- Directly approach targeted candidates through professional and social networks, alumni associations, as well as our own database.
- Develop a peer-to-peer networking approach to broaden the communication to potential applicants
- Manage applications from around Europe.
- Select the best suited candidates
- Interview all selected candidates in person
- Present a short-list (CVs & interview reports) to head of European Relationship Management
- Manage all interaction with candidates
- Reference check for finalist & facilitate negotiation between candidate & company



Result

A strong French entrepreneurial candidate was hired, perfectly bilingual, with the relevant experience and ambitions to return to France. After having spent many years in the financial services area in London, this candidate was able to optimize the international exposure and use it as a real asset for a new career adventure.

