

CASE STUDY

External Assessment & Evaluation

Client : Manufacturing
Region : France



Challenge

Well established **Irish company** sets up a subsidiary in **France** and sources candidates for the position of **country manager**, through their own channels. Given the importance of their **first recruitment**, and **outside their comfort zone**, the executive management asked **Terra Connecta** to participate in the **interviews** with **finalist candidates**.

Without a doubt, the directors were sensitive to the **cultural differences** between **Ireland & France**, however, they wanted to **avoid any unnecessary errors** in the selection phase.



What did we propose ?

- Accompany the **directors for 2 days of interviews**, actively participate in each interview session, the **debriefing**, as well as the **final choice**.
- Provide well-structured **bicultural advice** and provoke specific questions to ensure that both parties understand each other.
- Facilitate sound understanding of each **candidate's strengths, weaknesses, key drivers** (motivations, professional desires, leadership, value system, commitment, personal/professional network, etc...).
- Carry out **reference checks** for the finalist candidate - **3 to 4 referees**.
- Identify the principal questions with directors, outside of verification of dates, past employers, strengths & weaknesses, etc...
- Contact the identified referees, set up suitable times to carry out the reference check on the phone – approximately 30 minutes per Referee.
- Prepared reference check reports for the company directors.



Result

The company directors successfully recruited an excellent candidate for the role. It was reassuring for the directors to be accompanied by an experienced consultant, with strong sensitivity to cultural differences, and an ability to read between the lines. In addition, as the interviews were in English, it was interesting for the candidates to have a French speaker to clarify some grey areas due to linguistic misunderstandings.

