

## CASE STUDY Executive Search

**Client : Leader in International Shipping**

**Region : Global**

**Position : Based in Geneva or Paris**



### Challenge

A leading international group was keen to expand the shipping market intelligence and data analysis activity, with a special focus on the oil & gas area. To achieve this ambition, the company created a new role for a Senior Market Analyst, reporting directly to the CEO of the business activity. The principal objective for this role was to develop a new value-added market intelligence tool, pitch it to global clients and develop a significant subscription base revenue channel.

The main challenge was to identify someone with proven expertise in the global energy market supply & demand, strong analytical capabilities, an entrepreneurial mindset with a real interest in business development. In addition, it was important to have excellent communication and presentation skills, perfect English, as well as openness to extensive travel.



### Our Proposal

- Pan-European search strategy with special focus on Energy markets, Market intelligence sector, Shipping Think Tanks, among others
- Approach targeted candidates through professional and social networks, alumni associations, Terra Connecta database, peer-to-peer networking.
- Manage all applications across Europe.
- Preselect best suited candidates & validate certain points by telephone
- Interview all selected candidates in person
- Present a short-list (CVs & interview reports) to top management
- Coordinate interviews in different locations & manage candidate relationships
- Reference check for finalist, facilitate negotiation between candidate & company
- Follow up during & after trial period.



### Result

A strong international candidate was hired, native English, solid experience in the global energy market intelligence area. After 2 years, this person evolved into a director role with global responsibility.

