



Case Study: Recruitment of a Commercial Financial Controller

Brief

IAC is a specialist international manufacturer with a history spanning over 60 years. The company has evolved into the world's largest provider of noise control products and systems.

Due to the pace of change within their market and the diverse scope of projects being undertaken at IAC, the board identified the need for a Commercial Financial Controller, a newly created position within the business.

It was essential that the candidate had a manufacturing background with extensive acquisition, integration and restructuring exposure. Operational experience within an international business environment and the capability to implement process and system improvements were also key requirements.

Search Parameters

Highlighted as an urgent need for the business, CMA's Executive Division was appointed on an exclusive basis. It was critical that CMA identified suitable candidates within a tight timescale; failure to achieve this would have delayed a number of key project milestones.

Utilising our business network, social media tools and in-house database of candidates, CMA delivered a shortlist of six candidates, all of which had been interviewed face-to-face by the CMA team.

All candidates selected by CMA were invited for an initial interview with the CFO, four of which participated in an additional two stage process involving the other principal stakeholders.

Outcome

As a result of our tailored recruitment campaign, a candidate with the diverse skill-set sought by IAC secured this challenging and progressive position.

The newly appointed Commercial Financial Controller has been able to make a significant contribution since joining, supporting the delivery of key projects including cost evaluation and savings analysis, the development and management of business controls and the integration of historic acquisitions.

CMA's ability to deliver IAC with a solution in a short timeframe has meant we have been engaged on additional assignments, including the identification and placement of an interim M&A Specialist for an Asian transaction.

"CMA delivered an impressive list of candidates at very short notice. They clearly knew their candidates very well. CMA also showed flexibility in providing us with further candidates for roles that we were just starting to recruit. Speed and quality really gave us some good momentum in our organisational development"