

Case Study: Recruitment of a Finance Director

Brief

Established in 1946 and head quartered in West Sussex, this privately owned business has built a reputation for outstanding quality and innovative design, growing into one of the largest and most respected kitchen manufacturers in the UK. With numerous awards and accreditations, including a Royal Warrant, PRM supply and install high quality kitchens to the country's leading property developers and building contractors.

Following its acquisition by the Ballingslov Group in 2013, the business embarked on a major transformation programme to achieve significant revenue growth. This was spearheaded by an initial £10m investment to develop a state of the art manufacturing facility. An experienced Finance Director was required to join the leadership team, in a newly created role, to develop and deliver the strategic and operational plans of the business.

Search Parameters

It was paramount to identify candidates that not only had experience of delivering growth and managing change in a large complex manufacturing environment, but also shared the same exceptional standards of quality and the customer centric approach of PRM.

The first step was to research key industry players and prospective competitors, in addition to potential candidates from complementary industry sectors. A combination of detailed research, proactive head hunting, referrals and targeted advertising delivered in excess of 80 prospects for initial consideration and qualification.

At the conclusion of the initial search process, twenty candidates progressed to a CMA led competency and behavioural based interview, where the key attributes required for the position were assessed.

Outcome

Seven candidates were selected for review at the shortlist meeting with the PRM leadership team, all of which had demonstrated the required skill set, combined with a strong cultural fit for the organisation. From this shortlist, five candidates were invited to an initial PRM interview with the Managing Director and Operations Director. The individuals that were able to evidence ability to facilitate growth, lead change and manage risk were progressed to a final meeting with the Swedish based Ballingslov CFO.

CMA's approach and management of this recruitment exercise allowed a successful appointment to be made within the agreed timescale, from initial instruction to offer acceptance in less than 2 months. The newly appointed Finance Director has been able to make a significant contribution since joining, supporting the delivery of key projects from the outset.