

Case Study: Executive Search & Selection



Background & Scope

Our client, a Queensland engineering company with a \$300M turnover and 1000 employees, approached Prospect to attract and recruit an executive level candidate to drive the business's expansion plans. This role encompassed investigating potential acquisition targets, spear heading growth plans through the opening of an interstate office and establish customer relationships at a strategic level to open new avenues of business.

Our Approach

To understand the real requirements of the role, several meetings were held with key stakeholders across the business matching competencies against business deliverables. Paradigms were challenged (e.g. industry experience) and a clear picture of the person was obtained.

A multi faceted approach was devised including traditional media, executive search and social networking to tap into the domestic and international markets.



The Results

- A strong short list of three candidates was delivered, and even after final interviews, reference checking and psychological assessments, the client was still having difficulty choosing between two outstanding individuals – one locally based and one US expatriate based in France.
- The decision finally went in favour of the international candidate, and we assisted in negotiating a package that suited both parties.
- The placed candidate delivered:
 - An interstate business unit which, once established, was handed back to operations
 - The acquisition of a strategically located business which expanded their capability with a key customer
 - A national agreement with one of the largest mining global mining houses in the world
 - Entry into a new market segment enabling a bid on the largest piece of work the company has ever done.
 - The second placed candidate was managed effectively and later was considered for and offered an executive role two years later.

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