

## Case Study 3

### Confidential Appointment of a Finance Director

**Sector:** Contractor

**Client:** £100 Million Turnover Multi-Disciplinary Contractor

**Appointment:** Finance Director

#### Client Overview

Our client is a Southeast based contractor, primarily working on projects ranging from £2.5 million to £25 million, and have a portfolio of projects across education, health, regeneration, retail and PFI.

#### Assignment Requirements

Over the last 5 years our client has gone through a period of considerable growth and has ambitions to grow further over the next 5 years. In order to do this they identified the need to appoint a Finance Director who was capable of managing a larger scale business.

Due to the seniority and importance of the role the Board decided that this appointment needed to be managed in a highly confidential and professional manner and in order to do so it was important for them to appoint a head-hunter who valued and understood their needs.

#### McCoy James's Recommended Strategy

After a number of confidential meetings McCoy James recommended to the Board that the best way to identify, recruit and appoint the right calibre Finance Director would be to carry out a highly confidential executive search strategy combined with intelligent market research.

The idea was to identify suitable candidates and ascertain their background, experience and interest levels and then feed this back to the Board. McCoy James would then formally approach and benchmark the most relevant individuals whilst selling the opportunity to them.

The reason for this approach was to minimise the amount of individuals approached and therefore allowing confidentiality to be maintained.

#### Results

McCoy James successfully managed the appointment of the Financial Director and ensured the smooth transition and integration of the individual.