

Case Study 4

Confidential Recruitment of an Operations Director

Sector: Contractor
Client: £60 Million Turnover Contractor
Appointment: Operations Director

Client Overview

Our client is a leading regional contractor, based in the Midlands operating from London up to Manchester, providing construction solutions through traditional contracting, design and build, negotiation, framework and partnering procurement.

Assignment Requirements

Due to our ongoing relationship with this client, McCoy James was approached by them following an internal benchmarking of their Board which identified that the business needed to appoint an Operations Director to strengthen its operational capabilities.

McCoy James's Recommended Strategy

McCoy James, having been involved in the original benchmarking of the Board, recommended that the individual needed to have a strong technical background, good interpersonal skills, with the ability to manage and motivate the team. McCoy James recommended a market map / executive search strategy to identify key individuals who has a track record of success within the market. In addition, McCoy James also carried out in-depth research through clients and sub contractors in the region to assist in the identification of the right person.

On completion of this process McCoy James discussed its findings with the Board before making formal approaches to individuals who had they key attributes required.

Results

McCoy James submitted a 4 strong shortlist to the Board with detailed reports on each candidate providing an overview of their career history, key strengths, areas of development and what they could bring to the business in relation to the areas discussed at the onset of the assignment.

McCoy James managed the process which led to the successful appointment of an Operations Director and due to the quality of the shortlist presented, the company created an additional role for a Project Director.