

Case Study

VP Supply Chain, Norway



Key Themes/Points

- Diverse Talent required
- Outside of industry/sector experience
- Difficult location/language experience required



CHALLENGE:

Our client, a leading global drinks business, had recently lost their Head of Production for their Norway business. Due to a recent global restructure, they made the decision to upgrade the role from Director to VP, and make it responsible for the full E2E Supply chain rather than just production.

The regional VP, Supply Chain was also keen to find a candidate that was a) a woman, b) was coming in from outside of the FMCG/Food & Beverage industry and c) was fluent in Norwegian. This meant that the search had to be thorough, process driven, and had to leave no stone unturned.

SOLUTION:

Norman Broadbent were engaged on this search for several reasons. Firstly, due to our track record of global success within the Supply Chain function, and secondly, due to their commitment to be aware and run a process that was inclusive and diverse.

We committed to our client that we would be able to find a selection of relevant candidates from not only outside of FMCG/Food & Beverage but also from within that industry sector.

OUTCOME:

We successfully completed this search and filled the role with a woman that came from within the Oil & Gas industry. The client was exceptionally pleased and also pleasantly surprised as they had been told by other firms in our space that this type of profile did not exist.

If you would like to learn more about this project, please contact James Peskett via james.peskett@normanbroadbent.com for an initial confidential discussion.

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