

Case Study

Group Commercial Director, Utilities



CHALLENGE:

- Our client - one of the major regulated utility companies in the UK – had created a new role off the back of a recent re-structure for a Group Commercial Director.
- Due to a new contracting strategy and focus on partnerships with a wider range of suppliers, the COO required an individual who could build collaborative relationships with a broad range of Tier 1 and Tier-2/3 contractors to support their ongoing O&M and capital project activities, alongside creating more synergy with the existing internal Procurement function.

SOLUTION:

- Sometimes a traditional targeted search is what is required, and in this situation, our client selected us as a partner as they required full end-to-end support during the search, interview and offer/on-boarding process.
- Everyone knows everyone in the utility sector, and our client had specifically asked us to confidentially approach some key highly-rated names in the industry who were known to them. In an ideal world, our client was hoping to make a hire from this very small, defined talent pool.
- Alongside the 5-10 specific names on the target list, we conducted a broader search to offer our client alternative options, with a focus on gender/BAME and sector diversity.

OUTCOME:

- We engaged the #1 candidate from the target list of names, who was always seen as the best fit and the safest pair of hands to deliver the very specific operational strategy that our client intends to execute. This candidate was offered the position and has accepted.
- Our broader shortlist of “diverse” candidates impressed the client so much that, in addition to the specific hiring process, a lady from a different industry sector has met with the CEO and Group HRD to discuss creating a new role for her on the Executive team, as part of a wider transformational agenda across Commercial and Operations.

NORMAN|BROADBENT

BOARD | SEARCH | INTERIM | CONSULTING | INSIGHT | SOLUTIONS



If you would like to learn more about this project, please contact Chris Smith via chris.smith@normanbroadbent.com for an initial confidential discussion.