

Case Study

FTSE 100 Global Head of Reward



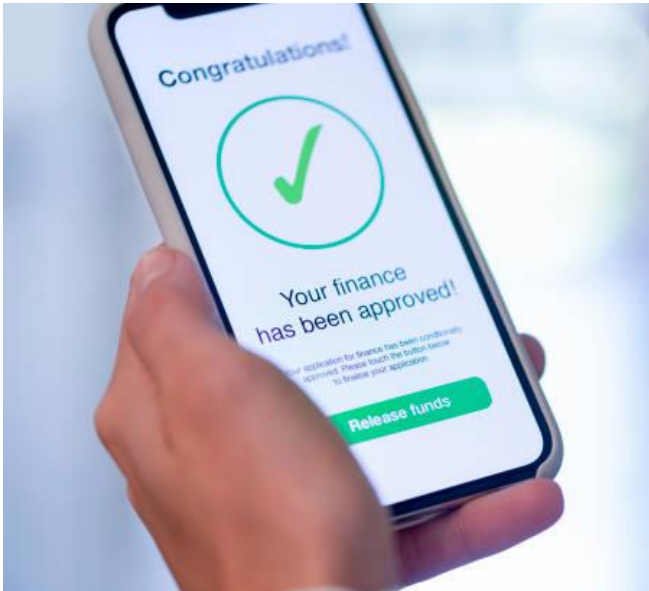
CHALLENGE:

- Our client had experienced significant growth over the past few years.
- Our client recently onboarded a CEO who placed a greater emphasis on the people agenda and talent development.
- They wanted to appoint a Reward Director to create new reward strategies to support the new people agenda.



SOLUTION:

- **Attraction** – Using various Executive Search tools, Norman Broadbent ran a high-touch campaign targeting ‘Heads of’ or ‘Directors’ with International Reward experience.
- **Selection** – A specific industry background was not essential as individuals from varying sectors could perhaps offer a different view.
- **Assessment** – Filtering candidates through video interviews before sending across shortlist of 5 candidates.



OUTCOME:

- Norman Broadbent were able to shortlist this role within 20 working days.
- Our client was very impressed with the candidates presented, and 2 candidates progressed to final stage interview.
- Norman Broadbent were able to provide a cost effective pricing strategy, which is based on a model of shared risk.

If you would like to confidentially discuss how The Norman Broadbent Group could help you overcome your business or people challenges, please contact, Lyle Stewart via

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