

EXECUTIVE

Recruit



Case Study

A person wearing a blue jacket is holding a large, cylindrical metal bearing. The bearing has a blue ring around its outer edge and a central hole. The person's hands are visible, and they are looking at the bearing. The background is a workshop with various tools and equipment.

"We reached out to Executive Recruitment following a very successful earlier search for another executive placement."

Darren Cairns, Managing Director of Helix

Key achievements

- Helix's decision to partner with Executive Recruit was instrumental in achieving their goal of finding a Chief Manufacturing Officer who could shape the future of their business.
- The recruitment process showcased Executive Recruit's efficiency, open communication, and ability to identify highly qualified candidates.
- Through Executive Recruit's streamlined recruitment process, Helix efficiently evaluated candidates, leading to the selection of a remarkable Chief Manufacturing Officer.
- As Helix continues its journey of innovation and growth, Executive Recruit is proud to have played a pivotal role in helping them secure a Chief Manufacturing Officer, who is already contributing to the company's incredible success.



The Challenge



Lead company growth and transformation

Helix, formerly known as Integral Powertrain, embarked on a transformative journey to revolutionise the world of engineering solutions. With a clear vision of growth and transformation, they recognised a critical need for a Chief Manufacturing Officer to lead their manufacturing expansion and embrace the culture of continuous improvement.

The challenge was twofold. Helix needed a leader with the expertise in high-volume production, multi-site management, and an understanding of complex electro-mechanical products. However, this candidate also needed to seamlessly blend into Helix culture of innovation and strategic growth in the renewables, sustainability, and EV sector.

Managing Director of Helix, Darren Cairns, provided more insight into the challenge:

"We were undergoing a significant transformation, shifting from a consultancy into a product company. This transition required us to find a Chief Manufacturing Officer who could bridge the gap between engineering and manufacturing, taking our business to the next level. We needed someone who could navigate the complexities of our evolving business and align our manufacturing processes with our ambitious vision for the future."

With their sights set on achieving a turnover of £175 million within five years, the pressure was on to find the right candidate to drive manufacturing excellence and facilitate growth.

A magnifying glass with a black handle and frame is positioned over a stack of books. The lens of the magnifying glass is centered on the text "The Search". The books are stacked on the right side of the frame, with various colored covers and pages visible. The background is a plain, light-colored surface.

The Search

The Recruitment Process

Initial Consultation: Close collaboration with Helix to understand their specific requirements, cultural nuances, and the unique challenges of their industry. This consultation went beyond the surface to delve into the core of Helix's future vision and the specific skill set required from the candidate.

Candidate Search: Leveraging their extensive network and expertise, the recruiter conducted a comprehensive search for potential candidates, casting a wide net to identify individuals with the precise combination of skills and experience needed to fulfill Helix's unique requirements.

Candidate Evaluation: A rigorous screening process assessing candidates against Helix's criteria, which extended beyond the basics to examine qualities like adaptability, leadership, and a genuine understanding of the sustainability and EV sector.

Shortlisting: Executive Recruit presented Helix with a shortlist of highly qualified candidates who not only met the required skills but also demonstrated the passion and commitment needed to drive Helix's vision.

Interview and Selection: Helix conducted thorough interviews, focusing not only on qualifications but also on the candidate's ability to lead, adapt, and embrace Helix's culture of innovation. Executive Recruit provided guidance and support throughout the decision-making process, enabling Helix to make an informed choice that aligned perfectly with their vision.

A hand in a white shirt cuff points at a tablet. The tablet screen is dark and features the text "Why Executive Recruit?" in large white font. The text is surrounded by numerous small, semi-transparent icons of people in business attire. A red circle highlights one of these icons. The tablet is placed on a dark wooden surface.

Why Executive Recruit?

Making recruitment easy and inclusive

Helix's decision to partner with Executive Recruit was instrumental in achieving their goal of finding a Chief Manufacturing Officer who could shape the future of their business.

Executive Recruit's expertise in senior appointments, commitment to open communication, and dedication to delivering high-quality candidates made them the ideal recruitment partner for Helix.

Darren Cairns, Managing Director of Helix, expressed his satisfaction:

"We reached out to Executive Recruitment following a very successful earlier search for another executive placement. What sets them apart is their ability to incorporate our feedback after initial interviews and discussions, which has resulted in candidates aligning even more closely with our ideal specifications.

"Executive Recruit truly understood our journey, and their dedication to finding a candidate who could not only meet our requirements but also share our passion for innovation was remarkable. Their speed, expertise, and honest approach make them an excellent recruitment partner."

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**We'll help you find
the perfect candidate**

If you are looking for an exceptional senior executive, please talk to us about your requirements.

WEB: www.executiverecruitment.co.uk

TEL: 0345 0155 988