

EXECUTIVE

Recruit

Heraeus

—
Case Study

Key Achievements



Key achievements

- **Heraeus Conamic UK** urgently needed to recruit a new **Managing Director** as their previous MD was due to leave the company.
- They selected **Executive Recruit** because it has a track record of recruiting **senior level appointments** within the manufacturing sector and a **knowledge of the North East**.
- The process was extremely detailed and diligent, with no stone left unturned.
- The new MD, who has been in post for over 12 months, has already made a number of positive improvements, which have delivered profitable outcomes.
- **Heraeus Conamic UK** are extremely pleased with their new MD.

A blurred background image of a meeting table. Several hands are visible, some holding pens and others resting on clipboards. The scene is brightly lit, suggesting an indoor office environment. The text 'The Brief' is overlaid in the center in a dark blue, bold font.

The Brief

A proven track record of delivering growth

Heraeus Conamic UK's Managing Director was set to leave the company so they urgently needed to recruit a new MD to fill this vital role. For such an important appointment, the semi-conductor manufacturer decided to hire an Executive level recruitment specialist.

This vacancy required a candidate of proven MD calibre with a track record of delivering profitable sales growth in a demanding manufacturing environment.

Due to quality and efficiency issues it was essential that the candidate had experience of lean management and kaizen continuous improvement. Experience of matrix management structures was also a highly desirable attribute.

With such a complex role, it was important for Heraeus Conamic to use a recruiter with a track record of senior level appointments within the manufacturing sector and a knowledge of the North East. Heraeus Conamic UK selected Executive Recruit to fulfil this need.



The Search

A 3-pronged approach

Executive Recruit's outreach consisted of a 3-pronged approach.

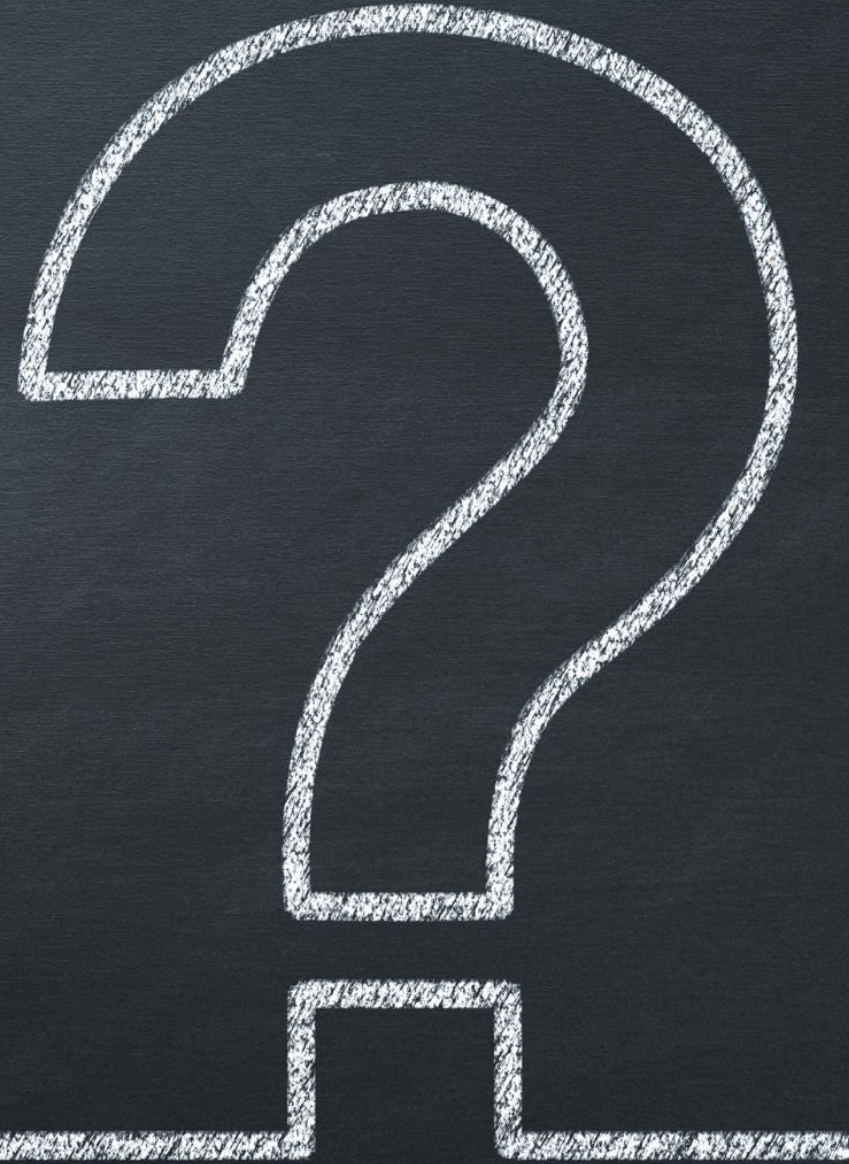
- Approaching candidates from their network of senior manufacturing MDs and operations directors
- Researching and headhunting additional candidates outside their current network
- Advertising on a selection on online specialist job boards

These methods helped Executive Recruit to formulate a long list of candidates to approach to discuss the position with.

The Executive Recruit team conducted in-depth interviews with interested candidates to arrive at the final list of candidates to present to Heraeus Conamic UK.

Heraeus Conamic UK then ran their own vigorous 3 stage interview process and chose their ideal candidate as a result. The process was extremely detailed and diligent, with no stone left unturned.

**Why
Executive
Recruit?**



Why Executive Recruit?

Executive Recruit has an in-depth knowledge of senior manufacturing candidates.

By using their own network of director level and c-suite candidates as well as researching candidates outside this, they are able to easily draw up a long list of potential candidates to approach.

Executive Recruit then run their own indepth interview process to see which candidates are most suitable to their clients requirements.

Heraeus Conamic UK Ltd can be confident that the decision they arrived at was the correct one after a very high-calibre shortlist and running an extremely competitive process.

The new MD, who has been in post for over 12 months, has already made a number of positive improvements, which have delivered profitable outcomes for Heraeus Conamic UK Ltd and as a result they are extremely pleased with the appointment.

EXECUTIVE

Recruit

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

If you are looking to hire into your leadership team, please talk to us about your requirements.

EMAIL: enquiries@executiverecruitment.co.uk

WEB: www.executiverecruitment.co.uk