

**EXECUTIVE**

Recruit



**Case Study**



**“Executive Recruit’s expertise and thorough approach delivered exactly what we needed.”**

**Lee Maxwell, Managing Director at Ipsum**

# Key Achievements

- Ipsum required a Contracts Director (Power Division) for their expanding business in a niche and highly competitive market.
- Executive Recruit successfully placed a Contracts Director with exceptional expertise and cultural alignment.
- The role demanded targeted research and an in-depth search process to identify top candidates not openly visible in the market.

Executive Recruit delivered a high-quality shortlist, enabling Ipsum to secure a strong candidate to lead and grow their Power Division.



# The Challenge

# Securing Top Leadership Talent to Drive Growth

As a leading provider of utility and infrastructure support services, Ipsum needed a Contracts Director to lead a critical engineering framework delivering £10-15m in revenue. Filling this specialist leadership role in a highly competitive sector posed significant challenges for Ipsum.

The role demanded not only technical expertise in electricity distribution networks but also a leadership approach that aligned with Ipsum's forward-thinking culture and growth strategy.

Lee Maxwell, Managing Director at Ipsum, highlighted the challenge: "The right candidate had to possess specialist industry knowledge and the leadership capability to drive our operations forward while maintaining our reputation for safety, service excellence, and innovation."

Executive Recruit's task was clear but complex: Identify a candidate with the necessary skills, leadership qualities, and cultural fit to excel in this role, all within a highly competitive and narrow talent market.

# The Search



# A Strategic Approach

Executive Recruit's careful and strategic approach ensured the success of this challenging assignment. The process included:

- **Initial Consultation:** A detailed discussion with Ipsum's leadership to understand their requirements, including the technical, leadership, and cultural expectations for the role.
- **Targeted Research:** Executive Recruit executed a highly focused search across competitor organisations and networks to identify candidates not openly visible on the market.
- **Candidate Evaluation:** A rigorous screening process assessed candidates for technical expertise in power networks, leadership capability, and alignment with Ipsum's values.
- **Shortlisting:** Ipsum was presented with a refined shortlist of high-calibre candidates who met both the technical and cultural requirements of the role.
- **Interview and Selection:** Executive Recruit supported Ipsum through a structured interview process, ensuring clear communication and seamless decision-making to secure the best candidate.

**Why choose us?**



# Delivering Specialist Leadership Talent Through Precision and Expertise

Executive Recruit's ability to deliver results in specialist, senior-level searches was instrumental in addressing Ipsum's needs. Their focused and strategic approach allowed them to identify and secure a candidate who combined exceptional technical expertise with the leadership qualities required to drive Ipsum's Power Division forward.

Our recruiter commented: "This role required a meticulous approach due to its specialist nature. By focusing on our extensive network and conducting thorough market research, we were able to deliver a strong shortlist, ultimately securing the ideal candidate for Ipsum."

Lee Maxwell, Managing Director at Ipsum, concluded: "Executive Recruit's expertise and thorough approach delivered exactly what we needed. They understood our business and the complexities of this role. Their professionalism, industry knowledge, and ability to identify the right candidate made them a valuable recruitment partner. I would highly recommend Executive Recruit to any organisation looking to fill senior, specialist roles."



# We'll help you find the perfect candidate

If you are looking for an exceptional managing director or senior appointment, please talk to us about your requirements.

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