

# **EXECUTIVE** Recruit



## **Case Study**



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**Roger Tustain, Managing Director at Nexus Planning**

# Key achievements

- Nexus Planning required an Operations Director to support its business strategy and growth plan.
- Executive Recruit successfully placed a highly experienced Operations Director, who has already contributed to optimising operational efficiency.
- The recruitment process demonstrated Executive Recruit's ability to identify strong candidates aligned with Nexus Planning's specific needs and future goals.
- Nexus Planning's Managing Director, Roger Tustain, praised Executive Recruit's seamless process, which resulted in the quick appointment of an exceptional Operations Director.



# The Challenge

# A critical hire for Nexus Planning's strategic transformation

Nexus Planning, a leading Town Planning consultancy, needed to recruit an Operations Director to help guide their business towards greater independence and growth.

This new position was critical to supporting Nexus's transition from relying on external service providers to managing internal operations, including IT, finance, and HR.

As the business looked to increase turnover, reduce costs, and build a self-sufficient operational framework, finding the right Operations Director was essential. Nexus turned to Executive Recruit, specialists in executive appointments, to source a candidate capable of overseeing the company's non-fee-generating functions while supporting the overall business strategy.

Roger Tustain, Managing Director at Nexus Planning, commented: "Executive Recruit fully engaged with our brief and compiled an excellent shortlist of candidates. We have since appointed our Finance and Operations Director who is proving to fulfil a pivotal role in our business transformation, providing insight and experience to the commercial management of our business. Already, after only four months, he has re-structured and recruited into a strengthened and focussed operations team to support the fee earners and, importantly, allowing the Executive Directors to do what they do best – winning and executing profitable fee earning planning consultancy work."



# **The Search**

# The Recruitment Process

Executive Recruit led a thorough and structured recruitment process tailored to Nexus Planning's needs:

- **Initial Consultation:** Executive Recruit engaged closely with Nexus Planning to understand their strategic goals and operational needs.
- **Candidate Search:** Using their extensive network, the recruiter identified potential candidates with the leadership skills and operational expertise required.
- **Candidate Evaluation:** Each candidate was thoroughly assessed for their ability to drive efficiency, manage non-fee-earning departments, and contribute to business growth.
- **Shortlisting:** Executive Recruit presented Nexus Planning with a shortlist of highly qualified candidates who met both the professional and cultural fit criteria.
- **Interview and Selection:** Nexus conducted interviews, with Executive Recruit providing ongoing guidance to ensure a smooth decision-making process.

A hand in a white shirt cuff points at a tablet screen. The screen has a dark background with the text 'Why Executive Recruit?' in white. The text is surrounded by a grid of small, brown icons of people in business attire. A red circular arrow icon is positioned to the right of the word 'Recruit?'. The tablet is resting on a dark wood-grain surface.

# Why Executive Recruit?

# Executive Recruit: The perfect partner for Nexus Planning's growth

Nexus Planning required a recruitment partner who could source a senior executive quickly and effectively.

Executive Recruit's expertise in executive appointments, combined with a deep understanding of Nexus's business objectives, enabled them to provide the ideal candidate within a short timeframe. The recruiter delivered a solution that helped Nexus take a significant step towards achieving its operational and financial autonomy goals.

Roger Tustain, Managing Director at Nexus Planning, shared: "Executive Recruit discussed our initial brief and honed the specification based upon his experience and knowledge of both the sector and our business objectives; fully understanding our business culture and growth aspirations. All candidates could have fulfilled this important role for Nexus which made our recruitment both straightforward, but difficult due to the quality of candidates."

**EXECUTIVE**

Recruit

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

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

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