

EXECUTIVE Recruit



Case Study

“Executive Recruit really cared about our new appointment; keeping in touch throughout the entire process, and beyond, to ensure everything went smoothly and that we were satisfied with the result.”

Darren Cairns, former
Managing Director at Technia

Key achievements

- By using Executive Recruit, **Technia (formerly Intrinsys)** found a new Managing Director to replace their old one.
- Technia knew it could trust Executive Recruit after a recommendation from Integral Powertrain.
- Former MD, Darren Cairns found the quality of selection to be first rate and felt like the recruiter really cared that they got exactly the right fit for Technia.
- Darren is extremely confident in the new MD and wouldn't hesitate to use Executive Recruit for their next senior appointment, citing the importance of using an expert recruiter for senior appointments.



The Challenge

The most important role in the business

When the Managing Director of design software provider, Intrinsys was promoted to another position (within the group), the company urgently needed to find an experienced and trustworthy person to replace him. The former MD, Darren Cairns, was tasked with finding a suitable replacement.

The high-tech SME, which recently rebranded as **Technia**, had enjoyed excellent growth and required a very driven individual to take the business to the next level.

The business has an extraordinary potential for growth and needed an experienced leader to maximise the wealth of opportunities open to this business and industry.

Darren explained: “For a senior position such as this we required a hugely dynamic, energetic and driven individual to lead an exceptional team on this exciting growth agenda.”

A close-up, shallow depth-of-field photograph of a desk. In the foreground, the keyboard and trackpad of a silver laptop are visible. A gold-colored smartphone lies on a white, lined notebook. A black pen is positioned diagonally across the notebook. The desk surface is made of dark, textured wood. The background is softly blurred, showing the back of a wooden chair.

The Search

The Recruitment Process

Integral Powertrain recommended Executive Recruit to Technia. Sister company FD Recruit had successfully completed an assignment to recruit a Chief Finance Officer, which worked out very well. When searching for an MD for Technia, our recruiter carried out an extensive search to ensure the right candidate fit was found and a small shortlist resulted in two excellent candidates in the final stages of the process.

“Executive Recruit didn’t waste our time,” says Darren. “Recruiting for a senior position can be an expensive and time-consuming process. You need to get buy-in from most of the senior staff members, which takes up huge chunks of times. Executive Recruit was extremely thorough. Our recruiter took his time putting together a quality shortlist, leaving no stone unturned. This was evident in the caliber of the shortlist.”

Our recruiter said: “It was key to understand the business in detail, as well as its ambitions and potential, to identify the candidates with the right qualities to fulfil the businesses objectives. Working so closely with the business enabled me to fully understand its outstanding potential for growth and the exceptional talent within the business. This gave me the insight necessary to search for the perfect candidate who would fit well into the business and maximise its potential.”

The Ideal Candidate

“The most difficult part was choosing from the two best candidates at the end because they were both such great choices,” said Darren.

“We were very happy with our ultimate choice. But, all things considered, it seems logical that such a specialist recruitment firm would find us exactly what we needed.

“I’m very confident in our new appointment, because I really trust him and feel that he has all the experience and knowledge that we need.”

Why Executive Recruit?

“If we ever have another recruitment position to fill, I’ll choose Executive Recruit or FD Recruit again, no question,” says Darren. “Executive Recruit really cared about our new appointment, keeping in touch throughout the entire process to ensure everything was going well.

“The quality of selection was first rate and nobody was put before us that didn’t meet our criteria. From there, it was simply a case of choosing someone we liked and could trust in such an important position.

“From this experience, we have learnt that if you are recruiting for senior position, you need to choose an expert, otherwise the process will be much more difficult than it otherwise should be.

“I am extremely confident in our new Managing Director. I highly recommend Executive Recruit to anyone looking for a very senior appointment. Going with a specialist recruiter is clearly the best way forward if you want the highest quality candidates to help drive your business forward.”

EXECUTIVE Recruit

**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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