



Case Study

Client

A leading manufacturer of specialist materials for a diverse range of markets including aerospace, power generation and Formula 1. The company was about to embark on significant expansion that would also include moving to purpose built new premises. Although staff turnover was low, expansion would lead to new opportunities and it was felt that the existing selection process needed to be more robust and consistent.

Brief

To review the existing selection processes and manage the process for hiring an **Operations Manager** for one of the Business Units.

Outcomes

- The introduction of structured interviews and use of selected psychometric instruments as part of a consistent selection process to improve the quality and objectivity of all hiring decisions
- Strengthening the management team of one of the Business Units through the appointment of an Operations Manager (**since promoted to Manufacturing Director**)

The success of these projects led to a further 15+ assignments including:

- Creating a **dedicated HR function** through the appointment of a Personnel Officer
- Creating a **dedicated Health & Safety function**
- Professional marketing resource recruited into both Business Units for the first time to enhance the company's understanding of its market position and facilitate further growth
- Additional financial management resource added to enable the Finance Director to contribute more to the strategic development of the business
- Additional production management resource added to facilitate the planned doubling of production capacity of one of the key products
- Additional technical resource recruited to contribute to the New Product Development activities of the business
- Appointment of an **International Sales Manager** to spearhead growth into the Middle & Far East
- Appointment of a **Human Resources Director**