

## Client case study:

# Dechra Pharmaceuticals PLC

## Background

Dechra Pharmaceuticals PLC is FTSE250 listed international veterinary pharmaceuticals and related products business with its Global HQ in Cheshire, UK. Dechra develop, produce, sell and market products for veterinarians.



## Requirement

Following discussions with the Group CFO, European Managing Director, Global HR Director & European HRD, Robert Walters were challenged to source technically competent and capable **European Finance Director** with the ability to support the European MD and manage multiple stakeholders and teams across a number of countries (UK, Netherland, Denmark, Germany).

This individual needed to have a proven track record and solid career background within reputable businesses, and have strong technical financial background including IFRS, International Finance, Consolidation, Audit P&L management as well as provide commercial support to growing areas of the business including developing Power BI information for the team.

Culturally, this individual needed a strong team ethic and work well in a non-hierarchical structure. A critical thinker who can move at pace and bring new ideas and opinions to the business. They would be a sparring partner to the European MD.

Finally, they needed to have the ability to deliver and execute strategically whilst getting involved with the overall finance team and not be afraid to delve into the detail when needed.

Robert Walters looked to turn around the entire search process from engagement through to accepted offer within a three-month period.

## Solution

### Data-driven candidate targeting

Robert Walters approached the search on a retained basis, utilising all available methods at our disposal, including a branded Premium Advertising Solution, utilisation of our in-house Analytics team to conduct a deep dive search across social platforms such as LinkedIn, consulting our database, and 3rd-party referral network.

By setting out a clear and defined process with deadlines along the way (long list, short listing, 1st stage and 2nd stage interviews and testing), Robert Walters ensured the agreed timeframe would be met for Dechra. Continuous communication throughout the process was also key.

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## Results

Following the branded adverting campaign, over 100 applications were considered for the European Finance Director position.

One month after initial engagement, Robert Walters we were able to shortlist this to 19 profiles and presented 7 CVs to Dechra a fortnight later. All seven people had been fully briefed, met by Robert Walters’ consultant, and had been 360 referenced by either a former boss, colleague, peer or external advisor.

CVs were presented with meeting notes as well as references which gave a detailed insight into their personality and how they could deal with, and react to, different circumstances in the workplace.

Of the seven profiles, Dechra chose to interview six at first stage. This resulted in four people being invited back for a second stage before two were then taken through to psychometric testing and a final interview with the Chief Executive Officer. The preferred candidate was offered the European Finance Director position exactly three months to the day of the initial engagement.

## Testimonial

“Dan [Robert Walters] is truly great at his job, knowledgeable, supportive and finds the right balance in communication, keeping you informed throughout the process, at the right time and in the right way. Dan is genuinely interested in getting the right outcome for all parties and I have no hesitation in recommending him!”

Clint Morris, Finance Director - Europe at Dechra Pharmaceuticals PLC

