

Client case study: **Grain & Feed Trade Association**

Background

After a positive recommendation, Robert Walters was approached by Gafta to act as its recruitment partner in the search for its first Head of Legal on a retained search basis. Gafta is a worldwide membership organisation with its head office in London that supports the international trade of grains, animal feeds, pulses, rice and spices.



Approach

The Head of Legal role was created in order to increase the level of in-house expertise surrounding the Gafta arbitration process as well as improving the service to members in the area of commercial contract negotiation.

Robert Walters presented a detailed hiring strategy to the Director General of Gafta, which included a broad advertising campaign and an international search, in order to find a shortlist of the best legal professionals for the role. It was important that the shortlist of candidates encompassed a mix of specialist knowledge and experience, and that they'd fit well into the organisation's culture.

Robert Walters specialist legal recruitment consultants understood the importance of the new Head of Legal fitting with the client's culture, so provided a face-to-face candidate screening service of all suitable candidates and presented a shortlist to the Director General of Gafta. This was followed by two-stage interview process in London.

As a result of the consultants' thorough research of the legal market, it was commented that any of the three candidates who attended the final interview could have been offered the job. Robert Walters then assisted with the final selection process by managing the offer to the chosen candidate and providing feedback to all candidates who interviewed.

As a result of the tailored recruitment solution that Robert Walters provided for Gafta, the successful candidate accepted the role and started work within 3 months of the commencement of the search.

Testimonial

"We were impressed by the professional approach of the Robert Walters legal recruitment team. Gafta created a new post of Head of Legal, and our consultant was very helpful in assisting us with our job specification and advising on the skills, competencies and background that would be most suitable for our role. His advice and analysis supported our decision making and enabled us to appoint exactly the right person."

Jaime Chisholm Caunt, Director General at Gafta