

Client case study:

Capital Equipment Group



Background

As part of Invicta Holdings Limited, CEG is a construction entity consisting of a number of companies with a leading position in the distribution of construction and forklift equipment. After acquiring CEG, the business was faced with the challenge of hiring a Financial Controller that would be able to fit seamlessly into the existing well-established team. The Robert Walters Qualified Finance team were faced with tight timescales to place the role, ensuring interviews coincided with Senior Executives from the parent company who were visiting the newly acquired organisation from abroad.

Approach

The Qualified Finance team worked with the established Robert Walters International Career Management team, utilising their exclusive network, specifically looking at tapping into passive and active markets to ensure they got the best candidates from all areas of the market

Solution

Market mapping and targeted search:

The Qualified Finance recruitment team identified target candidates in the UK with the desired skill sets for the role, as well as suitable candidates that had previously worked or studied in the area that would have a higher propensity to relocate for the right opportunity. This allowed the management team to carry out a targeted headhunting exercise on LinkedIn and job board databases.

Database & Networking:

As an active participant in the international job scene, the International Career Management team were able to tap into their existing network of candidates registered on the Robert Walters database, as well as engage with prospective candidates at regular meet-ups and networking events. This proactive approach allowed the team to reach a diverse network of jobseekers and passive candidates that would not necessarily apply for the roles directly.

Results

The International Career Management team placed the Financial Controller role at CEG on an exclusive basis and still maintain an ongoing relationship with the organisation as recruitment consultancy of choice.

Testimonial

“From the onset we were comfortable working with the team and experienced their professional and friendly service. We are particularly satisfied with the standard of candidates that were presented to us and would happily recommend Robert Walters when endeavouring in recruitment of professionals. From the Capital Equipment Group, we would like to thank the team for the speedy recruitment and placement of our candidate, for caring for our needs and guiding us through cross boarder recruitment challenges.”

-Dean Redelinghuys, Group HR Manager - CEG