



Cutting edge headhunting ...

SEARCH CASE:

FMCG - FOOD INDUSTRY

CLIENT:

A well-known and recognized name in the fish industry; a world market leader for many years with a solid knowledge and experience with processing fish and producing seafood products.
With plants world-wide and more than 1400 employees.

POSITION:

PRODUCTION DIRECTOR, responsible for 4 sites in 3 countries.
The Production Director is responsible for securing the integration of all 4 sites into one common platform that match the rapidly changing market opportunities and also establish clear target setting, benchmarking and calculation principles and thereby increasing the overall performance.

TIME FRAME:

Right candidate – ASAP!

INITIALISATION:

16. April 2013 advertising on Stepstone, engaging personal, public networks, LinkedIn, Xing etc. and own databases.

PROCESS:

Week 1

Profiling
Contacted: 23 Candidates
Telephone Interview done: 7 Candidates
Personal interview done/scheduled: 2 Candidates

Week 2

Contacted: 46 Candidates
Telephone Interview done: 12 Candidates
Personal interview done/scheduled: 6 Candidates

Week 3

Contacted: 58 Candidates
Telephone Interview done: 16 Candidates
Personal interview done/scheduled: 13 Candidates

Week 4

Contacted: 65 Candidates
Telephone Interview done: 22 Candidates
Personal interview done/scheduled: 16 Candidates
Ready for 1. Presentation: 3
Ready for 2. presentation: 1

Week 5

Contacted: 69 Candidates
Telephone Interview done: 23 Candidates
Personal interview done/scheduled: 17 Candidates
Ready for 1. Presentation: 3
Ready for 2. presentation: 1

Week 6

Ready for 2. Presentation & case: 3 Candidates
Contract signed ultimo June 2013.
On-boarding New Production Director 1. September 2013.

For further insight and references please contact:

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