

## **Case Study**

A major international company, our client, was hiring a Managing Director to be based in Ireland. Responsible for providing strategic direction and ensuring the profitability of the Country business unit.

## **Client profile**

Major international services company based in Ireland.

## **Job name**

Managing Director

## **Job Role**

Our client, a major international company, was hiring a Managing Director to be based in Ireland. Responsible for providing strategic direction and ensuring the profitability of the country business unit. This would include the achievement of operational and financial growth of the business, human resources management as well as sales, marketing, and business development.

## **Job Responsibilities**

The successful candidate would lead and manage the Ireland business, Effective management of country financial performance, strategically engage in sales and new business development, management of operations, efficient stakeholder management and development of country personnel. Relevant business qualification. Experience within the security, services or logistics environment would be preferred 5-7 + years' experience in a business and / or operational senior management position. Experience within a listed corporate entity or multinational and the relevant reporting in this environment advantageous. Ability to frequently engage with Board members, shareholders, the media, and financial analysts. Strong commitment, leadership, and management skills. Excellent communication (written and verbal), interpersonal, marketing and negotiation skills. Ability to maintain strong ethical and professional values. The ability to operate in diverse cultural environments. Flexibility and adaptability to rapid environmental changes. Autonomous and results orientated, with a clear determination to succeed

## **Method & Result**

Given the role's considerable profile, the search for this candidate pool was relatively small. We mapped the market in the UK, Ireland and afield and approached 300 profiles. From this, we shortlisted 19 candidates, sent 9 CVs to the client, and 8 were interviewed with one offered the position. From beginning to end the job search took 3 months.