



# Case Study

# Angloco

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## Our Brief

We partnered with Angloco, a Yorkshire based SME to source a new Head of Operations.

The objective was to find a new Operations Manager who'd be able to grow into the business over the next few years, eventually becoming the Operations Director. In the short term they'd need to assist the delivery of 3 year's worth of BAU output within less than 2 years.

## Approach & Solutions

- Joined a board meeting to dig deeper into the reason for the hire and growth potential for the role
- Established a greater need than the one we'd initially identified, shifting focus to a candidate who could be seen as "too senior" for the role today, but who'd be able to take the business to a different level in the next 3-5 years
- Helped to craft a job description, person spec and an interview format with clear expectations, timescales and deliverables for each stage of the job process
- Used extensive research and market mapping techniques to "cast a net" over everyone who met the defined criteria, whilst running multiple advertising campaigns to generate interest in the role
- Systematically approached every single person in the list, assessing them against the brief and testing their commitment to the role
- Presented a shortlist of highly credible candidates at another board meeting and helped to refine the list to a shortlist of 4 for first interview on site
- Sat in all 3 final interviews alongside the hiring team to support them, given this was their first external hire at this level

## Our Results

- Managed the offer process and provided extensive post search insights, which have helped to define future advertising campaigns
- New Operations Director was appointed and has been with the business for 4 years at the time of writing
- The 2 year project was fully delivered, opening the door to further expansion in the future