



# Case Study Texecom

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## Our Brief

We partnered with Texecom, a dual site electronic and digital security manufacturing company which needed to find a new Head of Quality and HSE.

## Approach & Solutions

- Met with the MD, who made it clear that this function was the most important area for improvement and emphasised the need for the best cultural and technical fit possible from the hire
- Subsequently met with the remainder of the senior leadership team, benchmarking their expectations for the role and detailing the brief using a psychometric evaluation and a detailed vacancy consultation process
- We started out by bringing in a consultant for 6 months whose brief was get the function back on track, prepare for upcoming audits and give some breathing room to ensure the right amount of time could be taken to source the best possible person to take on the role from there
- 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 to the board and helped to refine the list to a shortlist of 4 for first interview on site
- All 4 attended a final interview before a stand out candidate was selected unanimously
- Managed the offer process and provided extensive post search insights, which have helped to define future advertising campaigns

## Our Results

- A new Head of Quality and HSE was hired and remains in post at the time of writing
- 4 audits Texecom expected to fail were actually passed whilst the permanent recruitment process was ongoing, based on the work our consultant, Mark, did to get things back on track
- Mark extended his stay with the business to cover a new project, alongside the new Head of Quality & HSE