

Case Study – Recruiting the new Business Line Leader for Degussa Construction Chemicals

When the Construction Chemicals division of the Degussa Group, the world's largest provider of construction chemicals products, was looking for a new UK Head they asked Elliot Marsh to help.

Our client

Degussa is a multinational corporation consistently aligned to highly profitable speciality chemistry. Its 45,000 employees generate sales of £7 billion making it the Global Market Leader in speciality chemicals.

The situation

Due to an impending retirement within the UK, Degussa were looking for an innovative leader with the drive to head up their admixtures division within the UK.

They were looking to employ an individual with an impressive track record of leadership and growth within a related sector within the construction industry.

What Elliot Marsh did?

We had a number of meetings with the leadership team at Degussa to ensure that we fully understood their requirements and the kind of individual that they wanted.

It was decided that this project would be best delivered using a dual advertising and headhunting approach.

Advertisements were written and placed in the appropriate media and a targeted headhunting exercise was conducted at the same time.

The results

The advertisement drew an excellent response and along with the headhunting exercise, a total of 137 candidates were identified. This included a number of excellent internal candidates. After a number of interviews, a shortlist of 8 candidates was identified and progressed to interview with the client from which an appointment was made.

For more details

If you would like to discuss this case study please contact Phil Sharp or Rhys Jones on 0161 926 8181 or email info@em-headhunters.co.uk

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