

## Client situation

Our client's software provides IT operations with the ability to model distributed business applications and link them to their supporting infrastructure. The client has been recognised with numerous industry awards and is privately funded. To raise additional funds they needed to hire senior management talent into key roles.

## Outcome for the client

In less than three months both roles had been successfully filled. The CFO was found through the McKinsey Alumni job board and the Global VP Sales was identified from over 50 qualified candidates generated by the recruitment process.

The client installed Trinamo Recruitment Process to drive all recruitment campaigns.

## Project goal

Build and run the campaign to recruit a world class Chief Financial Officer and Global VP of Sales

## Project delivery

The project started with an initial requirements capture and ended with the successful offer for both roles

### Specific transfer of skills and processes included:

- ▶ Building the candidate specification
- ▶ Drafting job advertisements
- ▶ Effective use of private jobs boards
- ▶ Candidate review processes
- ▶ Interview scoring forms
- ▶ control and deliverable
- ▶ Interview panel management including formation, briefing,
- ▶ Candidate progression process
- ▶ Guidance on building a short list
- ▶ Offer management
- ▶ Closing candidates

'Hiring these 2 senior executives was critical to our growth. Not only did Trinamo help us select the best candidates but the industry stature of Stephen Allott and Mark Watson was crucial in persuading the best candidates to join us.' - CEO

