

Case study

From dead-end to **five** new Project **Managers in six** **weeks**

The Challenge

At the point of our kick-off meeting, our client had been searching to fill these roles for three months with no success. *Why was this posing such a challenge?*

- There was a very limited pool of project manager candidates in the region with the relevant experience and skills.
- Any candidates with the relevant experience were in extremely high demand from competitors.
- Our client was looking for the 'perfect' candidate in each case.



Our Solution

We worked with the client team to analyse the **fundamental skills** and **experience** that were crucial to these roles.

Furthering our insight into the specifics of these roles in the market helped us **competitively position salaries** for different roles. We were also able to position the company effectively against **competitors** to ensure they joined our client over other businesses.

Given our understanding of the market and the client needs – we were then able to identify a **huge** number of **relevant** candidates. We spoke with and assessed 100 of them to gauge suitability and skill-level, and in just **two weeks** delivered a **shortlist of 20** to the client for interview.

Results

Just **four weeks** later, the client had successfully onboarded candidates for each of the five vacancies.

In less than six weeks from our kick-off meeting, they had gone from what seemed like a dead-end, to a fresh team of leaders with all the skills and core competencies required to deliver on this critical project.

Looking for talent and executive search support?

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