

Case study

Restoring reputation to secure hero hires for HVAC manufacturer

The Challenge

With well-established operations in both the US and Europe, CrimsonXT Energy was enlisted by the client to source two account managers to build and maintain successful client relationships in the region. We had previously supported the client's expansion into France – and the company was therefore confident in our ability to successfully deliver on their requirements.

The employer's brand reputation in the UK was seemingly quite poor and preconceptions about the company were turning candidates away. We were able to ascertain these insights because, acting as a third-party, candidates were candid with us about their concerns.



Our Solution

Having established a good understanding of the positions and their associated requirements, we delivered a shortlist of three exceptional candidates in **under a fortnight**.

All three candidates were so good that the client felt further rounds of interviews were unnecessary and the two successful individuals were onboarded **within a month**.

We took the time to discuss with each candidate the business' new strategies and address their concerns about the role. Of the three candidates interviewed, **two were then offered positions..**

Results

This project was a particularly rewarding one for us, as it presented numerous opportunities for us to add value as a consultative talent partner, and as experts in hiring strategies more broadly.

Our partnership enabled the client to wrap up two **business-critical** hiring processes in record time, securing them two experienced and expert managers to build and maintain their client base in the UK.

Engaging CrimsonXT as a separate third-party meant that individuals were able to be candid with us about any concerns, conversations that provided the client with invaluable insights.

We were able to make the process simple and successful and it's a pleasure to see these placements thriving in their new positions, well over six months later.

Looking for talent and executive search support?

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