



Identifying an outstanding EMEA CTO



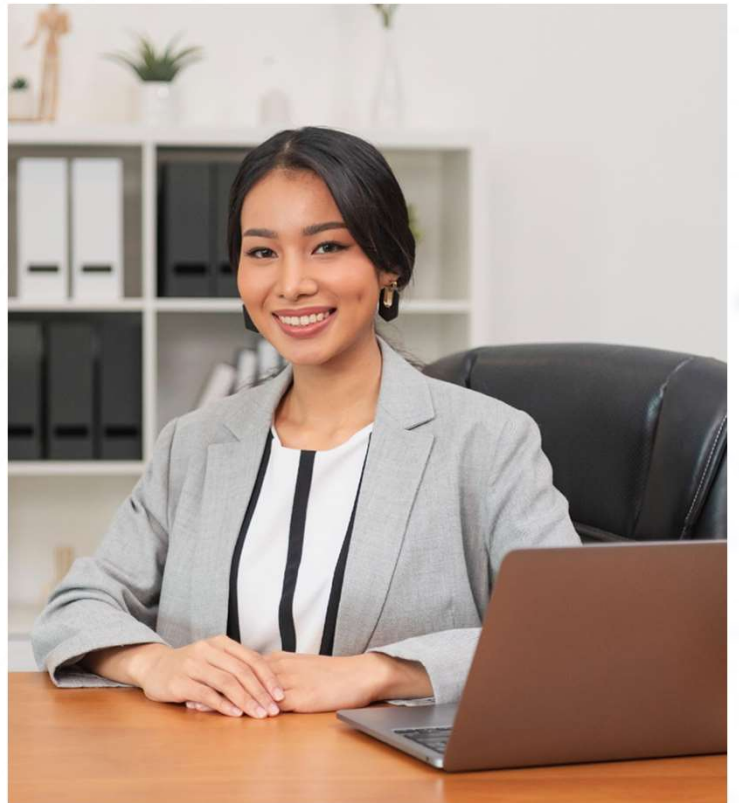


Overview

Our client, a long-established provider of secure mobile communication solutions to the enterprise came to us with a challenging mandate. They were looking to recruit a European CTO from within their industry who would be required to base themselves out of a legacy office in a remote corner of Denmark.

Challenge

The existing talent pool within Denmark itself was already relatively small given the specific technical and domain requirements asked for in the search criteria. Concessions were sought in the form of both remote and hybrid working, telecommuting and even the possibility of relocation for the right individual. None of these proposals were without issues however and so Jurupa were asked to adopt a lateral approach in thinking creatively to arrive at the best available solution.



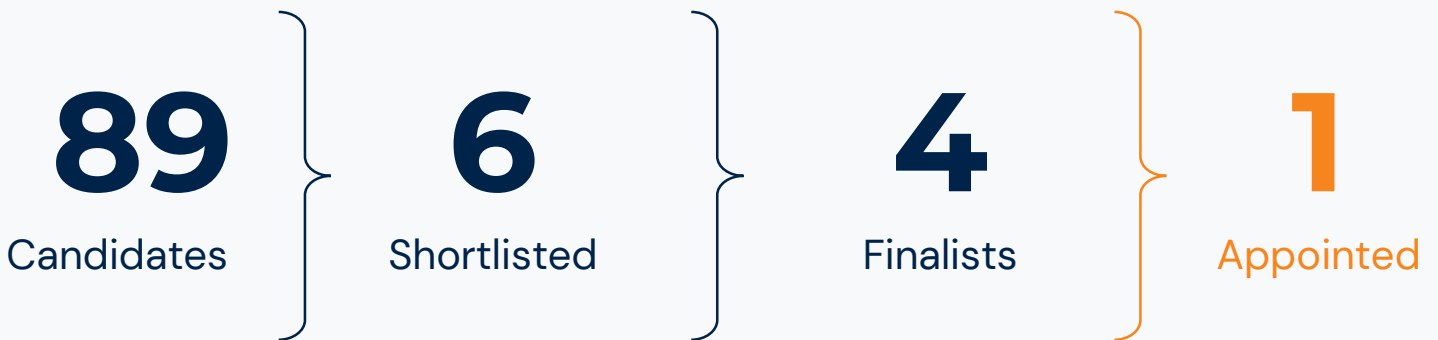
Solution



Our initial approach was to map out a list of target companies in the form of competitors, market entrants and organisations with complementing sub-divisions in related areas. We also considered which organisations ought to be avoided and asked our client why.

From engaging in rigorous fact-finding sessions with each stakeholder and understanding their individual perspectives and drivers, we built up a refined picture of who could realistically be approached about the opportunity.

Results



We set clear expectations with both the limited talent pool and our client that those candidates who went through our process and were QIA (qualified, interested and available) were in fact the best available options on the market at that time, save for any modifications that might be allowed to widen the scope of our search parameters.

In conclusion, we arrived at a final shortlist of 3 candidates, all of them highly capable and motivated to join our client – the candidate who joined the organisation delivered a highly positive impact to the European business and went on to become a long-standing employee of the business.

Journey

Project Team Kick-off Meeting



WEEK 1: The delivery team will be fully briefed on the scope of work, SLA and job profile.



WEEK 2: Thorough research involving regional / global talent mapping.

Project Recruitment Phases



Search & Selection



WEEK 3: Discreetly approach high level, prospective candidates. Gauge initial levels of interest.



WEEK 4: Preliminary interviews including competency-based questionnaire

Preliminary Candidate Interviews



Longlist Presentation



Present client with an honest candidate appraisal and perception report

Search Execution Plan





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