



# Identifying an outstanding CFO

A critical expansion hire successfully delivered for a leading US M&A advisory firm.



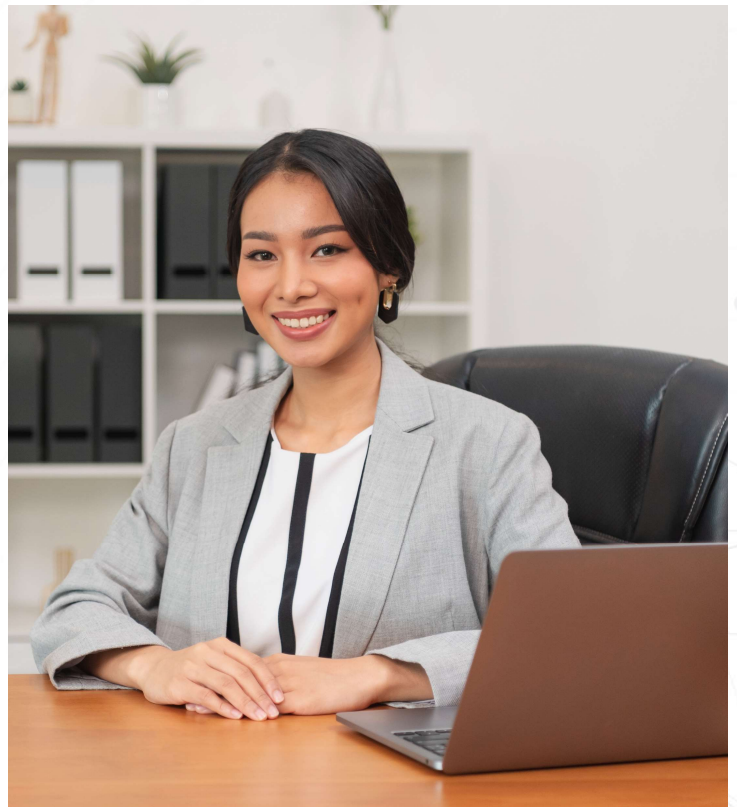


## Overview

When a leading US provider of M&A deal advisory services began crafting plans to expand their business internationally into the UK, they approached Jurupa to discuss a series of key executive hiring mandates as part of their wider strategic workforce planning.

## Challenge

The biggest challenges facing the company were a lack of knowledge and insight into the local talent pool, the limited capacity of senior stakeholders and being able to accurately determine the appropriate levels of compensation within the scope of their requirements and disciplines. Furthermore, gaining access to hidden or inactive talent featured highly on the company's wish list.

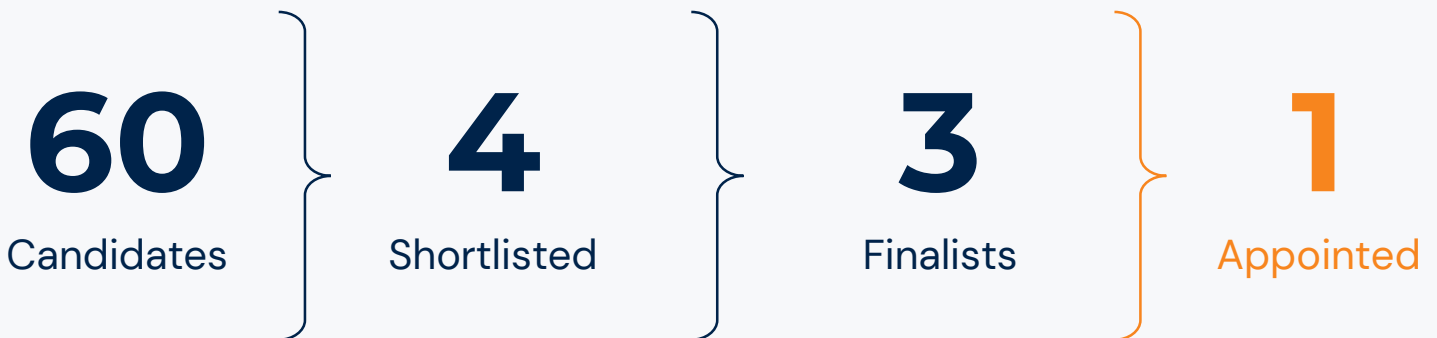


# Solution



Following an in-depth briefing meeting with all relevant stakeholders, Jurupa embarked upon a comprehensive talent mapping process, collecting live data along the way, engaging with the addressable talent pool via multiple outreach methods including the use of tailored candidate briefing packs, in-depth assessment and weekly steering calls to steer the process successfully through to a carefully curated longlist of QIA talent (qualified, interested & available.)

# Results



Having been presented with an outstanding selection of candidates, the company were able to secure their first-choice individual, who had been pursued by a number of competitors in parallel. The successful individual went on to deliver an immediate and highly beneficial impact to the business, who in turn went on to successfully navigate the application process for a full banking license in the UK.

# 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

