



Case Study

Our client, a Multinational Downstream Oil and Gas Company, required a Head of Technical to lead all aspects of the engineering teams: inland facilities, marine facilities and aviation.

Key Elements of the Process

- ▶ This Search demanded close communication and complete transparency over the findings from the research mapping with the client throughout the process which was achieved through weekly update calls.
- ▶ Although their ideal candidate did not exist in the market, our thorough and complete mapping was critical in deciding the way forward.
- ▶ By working in partnership, we found a solution which met the technical needs of the company at the time, without compromising on the commitment to hire an African national.
- ▶ The final successful candidate had not been looking to move positions before we contacted him. As such we were only able to identify and secure him through our proactive Search Process.

The Situation

The Company had unsuccessfully attempted to fill this position externally and were now under time constraints to replace the outgoing Head of Technical who was due to retire imminently.

Our Goal

We were tasked with finding a very experienced and highly qualified engineer who was also an African national. It was also imperative that the successful candidate had previous relevant experience that included regional or multi country responsibility.

Our Solution

The research team mapped candidates across Africa and internationally and the long list reached 149 relevant professionals with a good representation of African nationals. However the mapping also revealed that all our client's competitors had an expatriate in this most senior engineering position.

Results

The client was satisfied with our comprehensive mapping of the market but agreed with our findings that there simply was not an African national senior enough to assume the Head of Technical role. We advised them on how best to split the role between two newly created positions. One of our candidates was offered the position of Head of Marine and Aviation, and an internal candidate was promoted to manage engineering separately.