

Case Study – Construction

Chief Financial Officer - Transport, Nigeria



To identify a CFO – Transport for Africa’s leading cement producer, supplying high-quality, affordable building materials across multiple countries



Business Challenge

- Transport is a multi-billion-dollar business requiring specialist financial leadership to restore controls, data integrity, and cost transparency
- Weak reconciliations, fuel management, and operational metrics demanded a CFO with deep transport and logistics expertise
- Rapid fleet expansion and CNG rollout required rigorous financial governance to protect margins and support sustainable growth

The Search Challenge

- The role required rare, pure transport CFO expertise, excluding most senior finance leaders with traditional cement or manufacturing backgrounds
- Managing a multi-billion-dollar, asset-heavy trucking operation in Nigeria demanded niche operational finance experience that is scarce regionally
- The mandate prioritised deep controls, logistics KPIs, and CNG exposure, significantly narrowing the available executive talent pool

Critical Requirements

- Senior transport CFO with deep logistics expertise managing large-scale, asset-heavy trucking operations in complex markets
- Proven ability to implement strong financial controls, systems, and reconciliations to eliminate leakage and protect assets
- Strong operational finance capability defining world-class transport KPIs and fleet utilisation
- Strategic finance leader partnering with leadership to drive efficiency, sustainability, and growth

The Search Process

- The Research Team quickly and efficiently mapped the market focusing on CFOs globally who have worked with road transportation businesses with a fleet ideally sized in excess of 800 (directly managed)
- From a longlist of 226 candidates, 19 advanced to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 7 candidates who met all brief requirements were shortlisted

The Placed Leader

- Nigerian national with multinational finance experience managing complex, asset-heavy operations in emerging African markets
- Big Four-trained leader with strong controls, systems, and reconciliation expertise
- Operational finance expert defining metrics, cost control, and efficiency across large logistics operations
- Strategic partner leveraging global exposure to drive governance, sustainability, and scalable growth

Case Study – Construction

Group Head of Human Resources, Nigeria



To identify a Group Head of HR for a leading Nigerian conglomerate in construction, executing complex infrastructure, civil engineering, and building projects with quality and impact



Business Challenge

- The client needed a strategic HR leader to manage rapid workforce expansion, streamline recruitment, and ensure new staff contributed quickly and effectively
- The company required someone to implement robust HR systems, policies, and compliance frameworks to align with labour laws and ISO standards
- They sought a senior HR professional to drive talent management, employee engagement, succession planning, and organisational development across all business sectors

The Search Challenge

- Finding a CIPD-qualified HR generalist with proven strategic leadership across multiple sectors required careful research
- It was also challenging to identify a candidate with Nigerian experience capable of managing rapid workforce expansion efficiently
- Sourcing an executive able to implement compliance, talent management, and organisational development at board level proved complex

Critical Requirements

- CIPD-qualified or equivalent, with proven experience leading all aspects of the HR function effectively
- Strategic HR leader capable of designing, implementing, and driving HR strategy across multiple sectors
- Strong knowledge of HR systems, compliance, labour laws, and ISO standards in Nigeria
- Experienced in talent management, organisational development, employee engagement, succession planning, and board-level stakeholder communication

The Search Process

- The Research Team quickly and efficiently mapped the market across Africa, focusing on Nigeria, and leveraging referrals and recommendations
- From a longlist of 144 candidates, 41 advanced to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 4 candidates who met all brief requirements were shortlisted

The Placed Leader

- Nigerian forward-thinking HR leader with 13+ years' experience across multiple sectors, managing five African countries
- Expertise in talent management, organisational development, HRIS, compliance, strategy, and stakeholder engagement
- Developed business strategies that improved profitability and earned high PwC evaluation
- Led HR digital transformation and policy development, establishing functional HR departments and corporate services

Case Study – Real Estate

Commercial Director, Kenya



To identify a Commercial Director for a pan-African property developer managing diversified, high-value commercial and residential real estate portfolios across multiple markets



Business Challenge

- Rapid portfolio growth required a strategic leader to drive revenue, optimise commercial operations, and strengthen investor and tenant relationship
- Complex joint ventures and high-value transactions needed oversight to ensure financial discipline, risk management, and alignment with corporate objectives
- Growing competition and evolving regulations required a senior leader to enhance deal-making, secure profitable opportunities, and maintain advantage

The Search Challenge

- Identifying a Commercial Director with deep understanding of the Kenyan and East African real estate market, capable of driving revenue growth
- Sourcing a candidate with proven experience building, leading, and developing high-performing commercial and sales teams
- Balancing strong business development skills with the ability to navigate local regulations, partnerships, and diaspora markets effectively

Critical Requirements

- Proven experience leading commercial operations and achieving ambitious revenue and sales targets in real estate or related sectors
- Strong business development and prospecting skills, building partnerships with banks, corporates, government agencies, and diaspora markets
- Exceptional leadership to oversee sales, marketing, and communications teams, ensuring high performance and accountability
- Ability to manage multiple projects under tight deadlines

The Search Process

- The Research Team quickly and efficiently mapped the market, leveraging referrals and recommendations
- From a longlist of 144 candidates, 25 advanced to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 6 candidates who met all brief requirements were shortlisted and presented to the client

The Placed Leader

- Kenyan national experienced in leading operations across East Africa, consistently achieving ambitious revenue and sales targets
- Proven track record building and scaling high-performing teams across 41 African start-ups and SMEs
- Developed strategic partnerships with banks, corporates, government agencies, and diaspora markets
- Managed multiple complex projects under tight deadlines, ensuring efficiency and accountability