

Case Study | Manufacturing

Privately Owned International Manufacturer

The Search

A privately owned international manufacturer, with revenue approximately \$100M and rapidly-growing was seeking a Chief Operating Officer (COO) to join the corporate management team in Rochester, NY. The need for this new role was to buffer some of the day-to-day business operations from the CEO and to have a succession plan in place. Prior to our search, the company attempted to locate this role from internal referrals and contacts made by the CHRO. Their efforts were not producing any viable COO candidates that had international, manufacturing, supply chain, operations and financial skills that satisfied their objectives. CCY was engaged to spearhead an objective and independent search effort for the COO on 1/2/18.

Our Process

This Company has been a past client to CCY, but we began with an in-depth alignment process to discuss the search, determine strategy, and set realistic timing expectations. Following alignment, we executed a thorough, research campaign to capture the full talent network. As part of our research strategy, we shared market intelligence related to compensation, experience levels, and competition. Upon completing our research, we launched a much targeted marketing campaign, acting as an extension for the organization to inform and attract passive candidates to the opportunity. We also leveraged our broad referral network, to cast as wide a net as possible. We quickly attracted several prospective, but passive, candidates from varying manufacturing entities, who underwent an extensive screening process by CCY. In total, we submitted 4 pre-screened candidates for consideration. The organization selected all 4 candidates for first-round interviews, narrowing the pool down to 1 finalist for second-round and third-round interviews. Ultimately, the client selected the candidate with exceptional technical skills that fit all the criteria, to include soft skills for the COO position. The client made the offer and the candidate accepted.

Timing

The search initiated on January 2, 2018. The first slate of candidates was presented on January 10, 2018. The first round Interviews took place the week of January 15, 2018. The offer was presented on February 15, 2018, accepted and started March 15, 2015. Total length of search, from start to acceptance: **44 days**.

Proven Results

In the first couple of months our candidate was onboard, the new COO made significant infrastructural changes that increased efficiencies and saved thousands of dollars. The organization is on track to continue experiencing significant growth for the remainder of 2018 and beyond.