



CASE STUDY

HIRING A MANAGER OF COMPENSATION AND EQUITY PLAN MANAGEMENT

SITUATION

We had filled this exact role two years previously with an individual who proved immensely successful during her tenure. Unfortunately, she was recruited out of the organization into a new role with broader responsibilities and increased pay. The new search required that find someone who could replicate her day-to-day success but also elevate the role even further.

REQUIREMENT

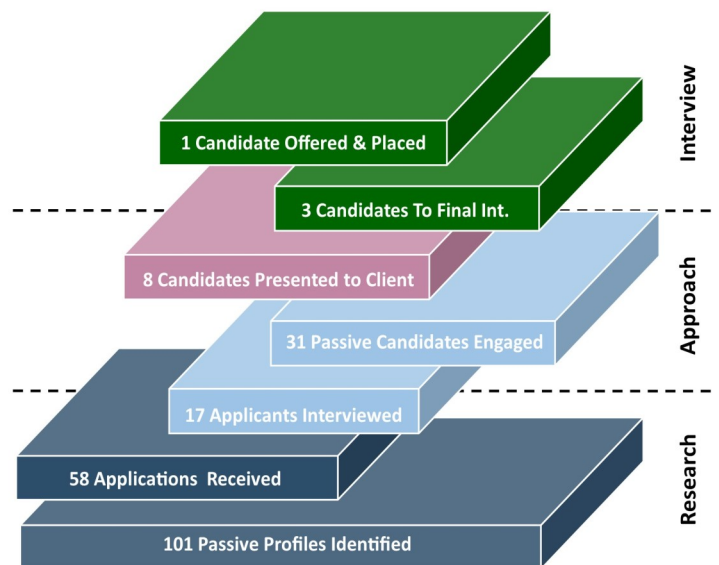
The primary challenge of this search was to identify someone with a combination of equity program operational knowledge along with experience of delivering such a program through a third party. Also critical to this role was the ability to interact on a daily basis with senior and executive leadership, and the ability to adapt to ever changing demands during the annual compensation lifecycle.

SOLUTION

We established a 3-pronged delivery team that operated as a seamless, single unit in both the identification and engagement of candidates and the overall delivery of the search. GSM and the recruiter debated each candidate's projected viability and longevity with the client who ultimately selected the candidate of choice.

OUTCOME

The search identified a candidate pool of 159 potential individuals, from which 47 were engaged to a significant level of assessment. From this pool, 8 candidates were submitted to the client in the form of 2 shortlists of 4 candidates (A* Candidates and Peripheral Candidates of Interest). The client selected 3 finalist candidates that were then moved to final interview stage. From these 3 candidates, 1 candidate was offered and accepted. The entire process lasted 6 weeks from initiation through completion.



THE FOLLOW UP

From the 159 potential candidates identified, 103 expressed a desire to remain in contact and so following the completion of the search, each of these received a follow up email confirming our desire to remain in contact along with the inclusion of a relevant, content based marketing piece - titled **"How are you? - The Business Question Of 2020!"**