

Appointment time halved with Carmichael Fisher

We secured an excellent candidate in just six weeks, which is half our target time of three months – an already tough target particularly when it comes to executive level appointments." Those are the words of Holger Arens, Vice-President Sales Europe, Middle East and Africa at KaVo describing the critical appointment of a new Managing Director for its UK Division.



“Carmichael Fisher’s approach makes the process as hassle-free as possible”

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Executive Search

Carmichael Fisher specialises in providing executive search services to international organisations around the world. Its offices in Europe, the Middle East, Asia and Australia, work in collaboration and this collective experience in cross-border search and assessment is complimented by a deep knowledge and networks in the major industry sectors.

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Challenging position to fill

KaVo designs, manufactures, and markets innovative products and services to professional, medical, industrial, and commercial customers. The medical services division in the UK which focuses on the dental sector needed a new Managing Director and Holger turned to Carmichael Fisher to find the ideal candidate.

Carmichael Fisher had been recommended to Holger after successful work in other parts of the Danaher Corporation, a \$13bn US multinational. A briefing was set up to review the job description and to ensure that Carmichael Fisher had a good understanding of the culture of the business and what kind of candidate KaVo wanted. Holger Arens explains, "This was a challenging position to fill and not just because it was a senior position, but also because we were already aware that there was no one in our niche industry who would be appropriate for the role. We knew we'd have to look beyond our industry and Carmichael Fisher helped us define what other industries we should be looking at.

"It was a careful balancing act – to find someone with enough knowledge of our industry and at the right stage in their career."

KaVo was looking for someone who could make the role their own and commit to a long term future with the business. Immediately before the first interviews, Holger and Carmichael Fisher met for a comprehensive briefing session to review all the potential candidates and ensure that there was absolute clarity on their ideal profile.

Of the six potential candidates at first interview stage, Holger judged three to have the right combination of knowledge and experience. He explains, "This was a pretty good result for a first round of interviews. We then took all three shortlisted candidates to our head office in Germany for the second interviews and made our final decision straight after that. The whole recruitment process has been incredibly straight forward."

Fulfilling the brief accurately, first time

Holger has been involved in numerous senior level appointments and he was surprised at the speed of this particular case – all complete in less than six weeks. He admits, "To be honest, we might have been even quicker if my time hadn't been so constrained by other business activities."

Holger puts the efficiency of this appointment down to two key factors; firstly the tough economic environment in the UK meant that there were some good candidates open to offers, and secondly Carmichael Fisher's ability to understand exactly what Danaher wanted meant they could fulfil the brief accurately first time. Holger explains, "Carmichael Fisher are very easy to work with. With some headhunters you have briefing meetings and you think they've picked up what you're after, but they haven't. This is both frustrating and wastes time. We had just one briefing with Carmichael Fisher and they immediately understood our culture and the kind of person who would work well with me and the wider Danaher Group."

Holger was so happy with Carmichael's contribution to this appointment that KaVo is now working with the firm on other senior level appointments: "While we can't expect every future appointment to be quite as smooth as this one, I am confident that Carmichael Fisher's approach makes the process as hassle-free as possible."