

# Upfront investment pays off

**A** Retained search was new for Molex, but according to HR specialist, Jasper Luijten, it resulted in a more thorough process, very good value for money and an ideal appointment.

Molex is a leading one-source supplier of interconnect products. Its innovative product solutions touch virtually every walk of life and, with recent moves into the lighting industry, Molex needed a Business Development Manager who could successfully steer the local sales engineers across Europe.



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## Carmichael fisher

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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## A lot of work had clearly gone into the search

Following a fruitless six months search for the right candidate, Molex turned to Carmichael Fisher to get the job done. Carmichael Fisher's approach and fee structure was new to Jasper Luijten. He explained: "We were used to paying fees to recruitment agencies upon appointment, but paying a retainer was not something we'd done before. However, I was impressed with Carmichael Fisher's approach and it turned out to be the right decision."

The first stage in the search involved Carmichael Fisher taking a very detailed brief from both Jasper Luijten and the Benelux Country Manager. With agreement on the ideal candidate and a list of target companies, Carmichael Fisher set about creating a long list of potential interviewees. Luijten valued the openness of the whole process. He said: "Within just a week and a half, Carmichael Fisher came up with a long list of 50 potential candidates. They used a useful 'traffic light' system to guide us on the status of these candidates. They also provided reports on every candidate they had interviewed personally and wanted us to speak to, resulting in a shortlist of four to interview.

"A lot of work had clearly gone into the search. The comprehensive report gave a good insight of the amount of work Carmichael Fisher had put in to the search. It was clear I would never have had time to do such a thorough job myself."

## A thorough and highly efficient service

In the end, Molex's first choice accepted the offer, but not without some careful communication with Carmichael Fisher. "Carmichael Fisher were very proactive in their approach," Luijten explained. "By chasing and prompting the candidate at exactly the right times, they helped to get our offer accepted."

Despite Luijten's initial concerns about the new way of working with an upfront fee, he is now persuaded of the advantages of Carmichael Fisher's approach over working on a no cure no pay basis: "Working with agencies on a no cure no pay basis usually just produces CVs, with no added value insight. Carmichael Fisher shared information on all of the candidates they spoke to – including those that weren't suitable. This gave me the confidence that they had a real grip on the complete process and it was definitely helpful."

Jasper Luijten was so pleased with the search for the Business Development Manager that Molex will be using Carmichael Fisher again: "I have experience in recruitment and I would not have been able to cover this kind of activity by myself. For strategic and key positions, it's definitely money well spent. Not only is Carmichael Fisher's process thorough, but it was highly efficient. We have had difficulty filling this position for around six months and once we'd contracted Carmichael Fisher, we had our ideal appointment in just two and a half months."