

Quick Success for Beckers

"The Carmichael Fisher search process was incredible efficient," explained Jean-Pierre Genevay, Senior Vice President Coil Coatings South Europe & Africa, from Beckers. "From start to finish, it was around one month, and would have been even quicker but for the challenges of coordinating Beckers' diaries for second interviews."



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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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Beckers is a global coatings company with operations in 15 countries and sales in excess of €450 million. Due to an imminent retirement and a move to a Group position, the company was looking to appoint a Purchasing Director and a General Manager, both at its flagship site in Montbrison, France.

Jean-Pierre Genevay was introduced to Carmichael Fisher by the group resourcing manager in Berlin and the search began: "The Carmichael Fisher team came to meet me in Montbrison and we spent two hours discussing my needs, the job profile and the culture of the company," explained Mr Genevay.

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The search moved with some pace following the brief, with Beckers receiving the first list of potential candidates within just two weeks. There were 40-50 candidates on this list, which impressed Mr Genevay: "This showed me that Carmichael Fisher had a really good knowledge of potential candidates from all over Europe and were very well organised."

Two weeks on and following feedback from Beckers, Carmichael Fisher sent through another list with fewer potential candidates, but much more detail. "I received a very clear description of each candidate, with career and background information," explained Mr Genevay. "Once again the quality was high, but we got down to a shortlist of six or seven for each role and then made a decision to interview four candidates per position.

"Carmichael Fisher is a very efficient search firm..."

"All seven candidates on our shortlist met our brief exactly, which actually made the decision around who to interview much harder – but in a good way!" Said Mr Genevay.

Following the first round of interviews, Mr Genevay fed back to the Carmichael Fisher team and decisions were made on whom to put forward for second interviews with other senior Beckers' global managers. Very quickly after that, the appointments were made.

Mr Genevay explained that the process was very efficient: "It was incredibly quick. Not only that, but the way they targeted the candidates was perfect. The whole process took one month. In fact the longest part of the process concerned us finding dates for our senior managers to interview the candidates.

"Carmichael Fisher is a very efficient search firm. I know other headhunters who take much longer and who can sometimes deceive you with candidates who are not really suitable, not Carmichael Fisher. They have a great network because these two positions were quite different, yet we had excellent candidate pools for both. We also appreciated them doing such a good job behind the scenes of persuading candidates that Beckers was the right place for their next career move. We will definitely use them again."