

# A 'no compromise' approach secures the right appointment for Brady

Carmichael Fisher's dogged determination, European network and careful understanding of Brady Corporation's culture secured the perfect appointment for Brady's new European Sourcing Manager.

Brady Corporation is a \$1.4 billion international manufacturer and marketer of solutions and materials which identify and protect premises, products and people. Following the creation of a new global sourcing strategy, Brady turned to Carmichael Fisher to help with the fulfilment of a new, critical role – a European Sourcing Manager.



“ We were right not to compromise and everyone's hard work paid off ”

## 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.*

### European Headquarters:

Tower 42, 25 Old Broad Street,

City of London, EC2N 1HQ

Phone: +44 (0) 203 178 2630

Email: [europe@carmichaelfisher.com](mailto:europe@carmichaelfisher.com)

### A pan-European search

Brady's European Sourcing Manager is responsible for a \$150 million spend in Europe and the complex role covers both indirect and direct purchasing. It requires an understanding of the market, customers and suppliers as well as strong leadership skills that sit well with Brady's culture and values.

Talking about the search, Brady's HR Director EMEA, Christine Kelly, admits: "We are very choosy about the people we employ and we weren't prepared to compromise on what we were looking for at any stage of this new senior level appointment."

The geography for the search was broad. Christine Kelly explains: "As this was a pan-European role, we were looking right across the whole region for the perfect candidate. Carmichael Fisher took on this challenge. They not only put time and effort into understanding our business, but their high quality consultancy skills and extensive reach into Europe ensured we made excellent progress."

### Quality of service and dogged determination

Christine Kelly was further reassured by Carmichael Fisher's understanding of the brief and the fact that the company had worked with similar organisations before: "The research at Carmichael Fisher is of a very high quality. The team not only identified the right kind of target companies but they were also very responsive to our suggestions. The language challenges of this pan-European search presented no problems for Carmichael Fisher and the fact that they'd actually met with the candidates they put forward – rather than just had a telephone conversation – really paid off."

Regular updates and reports on candidates ensured that the search process remained focused and on track. Christine Kelly believes that it was this quality of service and dogged determination to get the right person that secured the ideal result for Brady: "It wasn't easy to find the right person. There are lots of good sourcing people out there but not every one would tick all the boxes for us and we weren't prepared to compromise. A dedicated effort from Carmichael Fisher uncovered some great people and then ensured that the potential candidates understood exactly what the role and Brady Corporation was all about. "

"Brady is not a household name and Carmichael Fisher so clearly understood our requirements that they acted very much as an extension of our HR department to tell the story of our organisation, as if they worked for us."

Brady is delighted with the person the company appointed. Christine Kelly again: "We were right not to compromise and everyone's hard work paid off. Carmichael Fisher proved themselves very easy to work with. They kept things on track. They were very responsive and exceedingly determined. I would have no hesitation in recommending them and we are already working with them on a new search for Brady."