

A WORD FROM OUR CLIENT

Telling a story....

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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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From setting the scene

From criteria to successful candidate, Phil Verster, Managing Director of ScotRail Alliance found the personal approach made the recruitment process a very easy narrative.

Mr. Verster has a long and proud history with the rail service and took on his current role, overseeing major opportunities to improve Scotland's railway with careful planning, earlier this year. The formation of a new alliance for Scotland's rail services was a big move within the industry and the decision to use Carmichael Fisher to find a Commercial Director came after some impressive personal recommendations.

“We specified the role required an exact leadership model. We needed more than just obvious candidates but people with the ability to do what we wanted them to deliver, which was something unique and exciting.

“The team were recommended as people who dealt with assignments using an effective but alternative method, which gets you to a good end result.”

To happily ever after

From start to finish, ScotRail Alliance were impressed with all aspects of the recruitment process. They reported no issues or suggestions for improvement in the already streamlined and communicative procedure.

Mr. Verster added that the successful candidate had settled in well and with excellent levels of enthusiasm for the role. This was a success story for everyone involved on all possible levels.

“The way the candidate lists were prepared and identified, the ongoing communication and narrative with the team, and follow-ups on how the placement was working all impressed me.

“Because the candidates already met our requirements by email, the conversations at interview were already at a level of maturity that helped us make decisions pretty quickly about what they could deliver and their quality of potential.”

Phil Verster finishes with an ‘unreserved’ recommendation of the professional and effective services of Carmichael Fisher and the ‘open and easy’ approach of the team.