

A lesson in persistence and proactivity

When TE Energy wanted to recruit a Business Development Manager to drive success in its new, incubator energy division, it turned to Carmichael Fisher and was impressed with the results.



Global provider of engineered electronics

TE Energy is a US\$10.3 billion global provider of engineered electronic components for thousands of consumer and industrial products. The company has 78,000 employees around the world and a reputation for bringing a performance advantage to everything it does.

Stuart Allan is HR director at TE Energy and brought in Carmichael Fisher to find the Business Development Manager for its new division. He explains: "This wasn't a straight forward brief. While TE Energy has a very strong reputation in electronics, we're not established in the utilities and energy sector. We were looking for someone with very particular experience and we had a tight list of target companies for the search."

Extensive search using market knowledge

Carmichael Fisher worked hard to identify the right candidates and overcome any issues with TE Energy's lack of presence in the market. What impressed Stuart in particular was Carmichael Fisher's proactivity. Stuart explains: "We'd asked for someone who understood smart metering, switchgear, distribution automation and medium voltage products. After an extensive search and using their market knowledge, Carmichael Fisher quite rightly came back to us to challenge this broad brief. Most potential candidates were either in metering or in the other areas, but not both"

Establishing the real priorities

"By working together, we could establish the real priorities and where we would need to support a candidate with development."

Carmichael Fisher provided a great selection of potential candidates who all had the right experience. A job was offered, but a counter offer by the chosen candidate's existing employer meant that the work was not quite complete. Again, Stuart Allan was impressed that Carmichael Fisher kept working hard on the brief: "Because Carmichael Fisher kept the slate going, we were able to pick things up again very quickly. Our job offer to another candidate was accepted and we are now delighted with our appointee."

"Proactivity and a practical approach to managing our expectations" are just two of the reasons why Stuart Allan is now speaking to Carmichael Fisher about future positions.

“What impressed Stuart ... was Carmichael Fisher's proactivity”

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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