

A speedy transatlantic search

Following its acquisition of Technolog, Roper Industries were struggling to find a Managing Director who could combine strong international experience with a desire to lead a 'small town' English engineered-product company. Carmichael Fisher was able to find and secure the appointment of the ideal candidate in just two months.



“ Successful recruitment hinges on good relationships...
... I would be very interested in working with them again ”

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:

25 Old Broad Street, City of London, EC2N 1HQ

Phone: +44 (0) 203 178 2630

Fax: +44 (0) 203 178 6016

Email: europe@carmichaelfisher.com

Keen to broaden its international scope

Florida-based Roper Industries acquired Derbyshire-based Technolog in 2008. Technolog had historically focused on the UK market, but Roper Industries was keen to broaden its international scope and was on the hunt for a Managing Director right for the challenge. Following several months of searching without success, Dave Banyard, Group President at Roper Industries, turned to Carmichael Fisher for help.

The first meeting with Carmichael Fisher focused on understanding Roper Industries' culture and the kind of candidate they were looking for, as Dave Banyard explained: "The Carmichael Fisher team took our briefing and came back quickly with some representative candidates for a kind of benchmark or calibration. In fact we liked and interviewed one of them. That was a great start and while that first candidate wasn't quite right, the calibration process enabled us to feedback to Carmichael Fisher about what we liked and didn't like."

Camichael Fisher took on the feedback very quickly. Dave Banyard said: "The team was very responsive to our feedback. They quickly and accurately made adjustments to the pool of candidates. They certainly didn't put more of the same in front of us."

Dave Banyard admitted that the search was not straight-forward: "It's not that we were especially picky, but the role requires an understanding of running an organisation producing an engineered product. We needed someone who could drive the international expansion, but who would also be comfortable based in the Midlands working at a small and close knit company. Not everyone can navigate between those two worlds."

Within two months of briefing Carmichael Fisher, Roper Industries had had an offer accepted by someone they are confident can deliver in the role. "For the UK, that's a good speed and what I had hoped for," revealed Dave Banyard.

Our key contact was very responsive

Roper Industries' experience of working with Carmichael Fisher in this search has been very positive. "We liked working with the team," said Dave Banyard. "Our key contact was very responsive. Not just in terms of returning calls, but the team also adjusted the search very quickly in response to our feedback. They didn't put people in front of us that we wouldn't have liked.

"I was also impressed that even though they are a smaller firm, Carmichael Fisher clearly had very good networks and access to candidates. They brought in a lot of good candidates. Even the ones we didn't hire were good candidates."

According to Dave Banyard one reason the relationship worked so well between Carmichael Fisher and Roper Industries was because both organisations shared a similar approach: "We were very comfortable with the team – they were a good match for us. We're not into politics and fluffiness, we're direct and no nonsense. Carmichael Fisher operated in a way we like.

Successful recruitment hinges on good relationships and the fact that Carmichael Fisher was able to understand us means I would be very interested in working with them again."