

CEO Worldwide Case Study

Avery Weigh-Tronix Case Study: 5 countries, 5 time zones, 5 cultures: a challenging COO recruitment in India (600 staff) in the Industrial scale and weighing system sector. Only 6 working days from client briefing to the submission of a selection of 5 candidates...

Avery Weigh-Tronix, headquartered in the UK, is one of the leading industrial scale and weighing system manufacturers in the world, a subsidiary of ITW, a \$15bn revenue US conglomerate.

Peter Branston, Managing Director Europe, Middle East & Africa of Avery WeighTronix contacted CEO Worldwide, to find urgently the new MD for his India operation (600 staff and 2 manufacturing plants), the former MD having taken retirement.

The searched for criteria were:

- Managing director with significant experience in India and abroad, in the industrial equipments sector serving the manufacturing, construction or transportation sectors with more than 600 employees and multiple plants to manage
- University degree, possibly MBA
- Strong turnaround experience (kick-starting sales growth, implementation of modern manufacturing methodologies and increasing collaboration with the rest of the group)
- Bilingual Hindi-English

The key challenges : Urgent recruitment in India, in a very specific sector, for a senior international executive, with 5 time zones (UK, INDIA, USA, OMAN, FRANCE)

- Mandate briefing on the phone with client based in the UK
- Online CEO Worldwide mandate validation by the client
- 5 candidates short list submission to client (CV+pitch+references) in 6 working days
- Candidates telephone interviews set up with client (UK, US, India, Oman, France)
- 2 candidates face to face interviews set up with client in India (candidates travelling from Oman&India and client from the UK)
- Additional telephone interviews and online assessments with the candidate selected by the client based in Oman (mainly telephone and online communication due to problem issuing a visa to travel from Oman to the UK)
- Negotiation package support by CEO Worldwide taken into account both parties (client and candidate) interests
- Final selection & contract of employment submission by the client
- Signature of the employment contract and operational start

CEO Worldwide reactivity and right candidate match:

- **Only 6 working days from client briefing to the selection of 5 candidates**
- **Final recruited candidate amongst the 5 candidates first selection**

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Client and recruited candidate testimonials:

Peter Branston

Managing Director Europe, Middle East & Africa of Avery Weigh-Tronix

“We have been looking to recruit our new MD for some considerable time without success. Therefore when CEO Worldwide presented to us its short list of candidates in less than 7 days, we have been really impressed to find amongst the selection of 5 profiles, the very strong match.

We appreciated the quality of the professional follow up and coordination service done by CEO Worldwide during the interviews and negotiation process. CEO Worldwide enabled us to gain a lot of time and close the recruitment in a very short time frame despite the fact that 5 countries, with their respective time zone and travelling limitation due to Visa issue, were involved in the recruitment process (India, Oman, UK, USA and France).

CEO Worldwide played also an important intermediary role during the negotiation of the candidate contract conditions, enabled us to finalize the contract signature in a short time frame.

We recommend strongly CEO Worldwide executive recruitment service for companies which are looking to hire an executive in a short time frame and within an international context.”



Basant Sandooja

Director India of Avery Weigh-Tronix

“It gives me immense pleasure to express my satisfaction over completing process of my appointment as Managing Director of Indian Subsidiary of a MNC company through CEO Worldwide. I would like to appreciate professional approach of Mr Karim Oguidi in ensuring proper communication throughout process of this assignment. Timely advise & perfect communication by Mr Patrick Mataix CEO Founder of CEO Worldwide is worth praising. He has played a perfect role in meeting expectations of Employee & Employer. I do not have any hesitation in recommending strongly the services of above organisation by both Employers & Employees to meet their Human Capital requirements.

Finally I wish for continuing growth of CEO Worldwide & all its employees.”