



CARLIN HALL CASE STUDY: TOP TIER SEARCH FIRM FEE EARNING CONSULTANT

BACKGROUND

Our client is a top tier executive search firm who are a long-standing client of Carlin Hall. This client is the largest search firm in Wales. They have been delivering searches in Wales for c. 20 years with an office established in Cardiff over 10 years ago. They were struggling to find the correct candidate so reached out to Carlin Hall to ask for help finding a fee earning consultant to come in, support the Managing Partner and be second in command within their regional office.

As an employer, this client recognises that long-term they need to offer a more flexible working option for those people who join them to attract and retain talent. The successful hire was a working mother who was looking for an opportunity which would support her career but also fit around her existing childcare commitments. When initially headhunting this candidate we advised that this client have a forward thinking outlook on flexible working.

APPROACH

After being briefed on the role, Ru Bowman, one of the Managing Consultants at Carlin Hall, started to work on the role. He spoke with a number of candidates, discussing their current situation and needs as well as the opportunity. One of these candidates was a Regional Managing Director of a boutique search firm. Ru interviewed the candidate over the phone where he qualified her to have the relevant experience, personality and cultural fit for the role. He discussed the opportunity with the candidate and then sent the job description over to her.



**Ru Bowman,
Managing Consultant**

Ru has a particular focus on the London market and engages with candidates from Research Associate level through to Managing Partner across Executive Search.



After being granted permission to share the candidate's details, Ru spoke with the Head of Talent at the global executive search client. After explained why he thought the candidate was a relevant, strong candidate. The Head of Talent invited her into meet with the Managing Partner of the regional office. Ru briefed the candidate, explaining the purpose of the first round meeting was to check cultural fit and for both parties to get a bit "more colour."

After a successful first stage interview, the candidate was invited back for a second stage where she was to meet the rest of the team in the office and the Managing Partner. This interview stage was to check cultural fit with the team and was intended to be more competency based with the Managing Partner. Ru explained to the candidate what to expect and how to prepare.

RESULTS

Finally, the candidate was invited to the London HQ where she was to meet with the CEO and a couple of days later, the COO. Ru advised her on the interview styles, question subject and personalities of the interviewers. Both the CEO and the COO interview all candidates that are fee earners or above. The fourth round was a particularly important round as the COO had worked very closely with the Managing Partner of the Cardiff office.

The interviews were successful, the candidate was offered and accept her "dream job." Ru advised her on her exiting her current business and a start date was agreed. The client was delighted to have the necessary support within the regional office, the process took c. 3 months from initial approach to accepted offer.

www.carlinhall.co.uk | 0207 965 7292

"Ru headhunted me into my dream job. I found him to be a consummate professional throughout the process, ensuring I was consistently updated, fully briefed and my expectations were met throughout. I would have no hesitation working with him again."

Candidate

Carlin
Hall