

Case study: Global Head of Sales – Mining and Material Handling



Client Background

Our client is a global leader in the design and production of consumables for the mineral beneficiation, mining and bulk solids handling industry. They have been established since 1976 and is well-known within the industry for not only delivering a high-quality and innovative range of rubber, polyurethane and ceramic-based lining products, but also value-added consultancy services and solutions tailored to meet specific customer needs.

The Brief

Page Executive South East Asia was appointed to hire their new Global Head of Sales — Mining and Material Handling. They were looking specifically for an experienced candidate who could help transform the sales function in all international markets. The role would either be based in Singapore or any other market where the client operated from.

Search Methodology

Engagement

There were three main challenges associated with the assignment:



- Most of the candidates across the global market who were the strongest fit for the role were not looking to join a smaller company
- Most candidates from direct competitors had non-competition clauses (6-12 months) in their employment contracts, restricting them from joining our client's organisation
- Comprehensive talent mapping was to be completed in only 15 working days targeting global mining markets like the US, South Africa, Latin America (Brazil, Chile, Peru, etc.), Europe and Australia



Sourcing

PE's internal research gathered a pool of more than 400 candidates and identified the top 60 individuals.



Assessment

From the 60 candidates sourced, we selected 30 individuals for an in-depth second screening interview. We shortlisted six candidates who were a strong fit for the Global Head of Sales role. However, we also extended the shortlist to include an additional candidate whom we perceived to be a strong fit for other opportunities. After our presentation, the client interviewed the top five candidates.

The Results

The assignment was completed within three months and the candidate started work at the organisation a month later. The selected candidate is a US citizen who was based in Paris, France, and had worked in a similar role for a global mining company. The candidate relocated to Asia and now spends most of his time abroad. Concurrently, the client also decided to hire the additional candidate from Page Executive's extended shortlist for a Managing Director & Global Product Head (Ceramics) role.

By understanding our client's business, their needs and expectations, we were able to find them two proven leaders from within the industry. Our world-class research function's search methodology proved to be an effective solution and ensured a consistent, quality delivery.

If you would like to discuss your recruitment needs, please contact:

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