

## **Executive recruitment - a candidate's perspective**

Copyright © July 2007, People Assured Group, Inc. Contact: [info@peopleassured.com](mailto:info@peopleassured.com)

### **Situation**

People Assured was retained by a Fortune 500 corporation to recruit a new VP of Global IT Infrastructure and Service Delivery. The corporation was seeking an experienced IT leader with strong customer and services orientation and global business transformation experience.

*This article summarizes a successful candidate's experience.*

### **Action and Approach**

Right from the start I felt comfortable that this was a highly collaborative approach and that People Assured were seeking to listen and understand my needs and expectations as fully as the clients. My ambitions were to continue working within a company where IT is seen as essential and strategic and to build on my previous IT and business leadership experience.

While maintaining confidentiality, People Assured gave me a full and realistic picture of the company including its history, culture and ambitions, strategic businesses initiatives, and the vision for IT.

They described the IT leadership organization including the primary client, the Global CIO (who they had worked with in two previous corporations), and the CFO - who IT reported into. I also started to get a sense of who my peers would be.

We then talked about the role itself, discussing the accountabilities, IT competencies, and the management and leadership requirements. Background was provided on why this role had been created and some of the key challenges.

At all times I felt People Assured were being objective and would only recommend me to the company (and vice-versa), if there was a good fit both on-paper and from a personal fit standpoint.

The initial conversation left me intrigued and after a further comprehensive discussion and information exchange we came to a joint view that I could add value in this role as well as achieving individual growth.

I was referred for interview with the Global CIO and we had an engaging discussion. I expressed my increasing interest in the role and was delighted to be invited to meet the wider team including an IT peer, a business peer and a HR peer (who described the culture, environment and benefits).

At each interview stage, People Assured briefed (and debriefed) me, kept me in the loop on where we were in the cycle and made sure I was still engaged. My final interview was with the CFO and I was pleased to have a dialog with one of the company's board member's who was able to offer a unique business perspective to the opportunities that we face as an organization. His focus and desires were clearly aligned with the Global CIO and the

balance of the team in IT. This further solidified my interest and helped verify that this was the right next step and company for me.

### **3. Results and Benefits**

After my series of interviews, the company offered me the position subject to references and agreement of terms. People Assured explained what type of references would be helpful and followed up on references with the client.

The often tricky matter of remuneration package was handled well. People Assured had done their homework early on to ensure that the expectations of both parties were likely to be met. My final discussions were with the client's HR group and terms were agreed with minimal negotiation.

After terms were agreed, People Assure provided feedback on some of the learning points suggested by my references that could help me be successful in my new role.

In summary, People Assured were objective, professional, engaging, challenging and fair. They provided good information and counsel, managed the process well and treated me like a client at all times.

### **Quotes**

*"Thanks so much for your support and hard work during this effort. Your professionalism, ability to engage, and attention to detail is second to none. Outstanding job!"*

VP, Global IT Service Delivery.