

CASE STUDY:

Senior Finance Leader Recruited Through Targeted Search to Strengthen a Growing Technology Business



Overview

A global technology business operating in the transport infrastructure sector needed to strengthen its finance function as it continued to scale. The organisation required a senior finance hire to support operational performance and future strategic development.

Challenges

- Difficulty finding candidates with the **specific technical background and sector-relevant experience that was required for this role.**
- The role **required regular travel between two different cities**, limiting the available talent pool.
- A previous direct search had been unsuccessful, creating **time pressure to secure the right hire.**

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It has been a pleasure working with Headstar to get our new Head of Finance in place. The recruitment consultant had an engaging personality and quickly understood the requirements of the role from a technical and cultural viewpoint. This enabled us to quickly land on a shortlist to get the role filled as soon as possible. The quality of candidates matching our requirements meant we had the difficult (in a good way!) choice of getting to our preferred candidate. I would have no hesitation in recommending Headstar again for recruitment needs.

Finance Director

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Our Approach

Headstar delivered a focused, thorough recruitment process designed to minimise risk and accelerate the hiring timeline:

- Created a **detailed briefing pack to clearly position the opportunity** and attract relevant senior talent.
- Ran a **proactive headhunt across the market**, targeting candidates with the required experience and flexibility around travel.
- Conducted a **retained search to build a strong, insight-led shortlist** with multiple viable candidates.
- Worked at pace to refine and present a high-quality shortlist, ensuring an **efficient, low-effort process** for the client.

Fast, Cost-Effective Hire

The role was filled quickly and effectively, removing the need for temporary resource and avoiding additional cost.

Long-Term Stability Achieved

A high-quality permanent hire was made through a robust and structured assessment process.

Reduced Hiring Risk

Multiple appointable candidates were presented, giving the business strong options and reducing the risk of an unsuccessful hire.

Minimal Time Investment Required

A well-prepared shortlist meant the Finance Director only needed to conduct a small number of interviews.

Ready to transform your business?

Contact us today to find out more about how Headstar can help.



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