

Staffing: Executive Search

Scope of Work:

Vignetic partnered with client's HR to conduct a confidential retained search for three (3) qualified IT Managers and Directors with manufacturing industry and business analytics expertise to head their Information Technology organization. Ideal candidates were to be sourced from direct competitors in the Northeast region.

Scope included interviewing client stakeholders and executive leadership council members to define a detailed candidate profile and determine the competitive compensation package.

The retained searches were executed over a period of five (5) months with all candidates meeting or exceeding client criteria.

Results and Outcomes:

- Managed five phase executive pre-screening process for all candidates.
- Enabled and conducted virtual interview screenings and in-person interviews.
- Submitted full candidate roster within 60 days.
- Developed custom scorecard for candidate evaluation and interview feedback facilitation.

Innovation and Best Practices:

- Directed in-depth discovery and historical analysis of past and current search processes and activities to streamline client interview processes for external leadership candidates.
- Conducted comprehensive gap analysis of current state and future state work-flows.
- Proposed three (3) options for retained search approach based on urgency, leadership vision and HR capacity.

Client:

Plastic Manufacturing Company

Period of Performance:

Nov. 2015 – Mar. 2016

Project:

Retained IT Executive Search

Proof Positive:

60 Days
Submitted Full
Candidate Roster