

## Heatric

# Recruitment of a Permanent Financial Controller

## Heatric, Dorset, Hampshire

### Brief

Heatric was founded in 1985 by researchers from the University of Sydney following their development of Printed Circuit Heat Exchangers in the early 1980's. Heatric became part of Meggitt Group, a multi-national organisation, in 1990 and relocated from Australia to Poole in the UK. It now employs in excess of 200 staff and has regional offices in the US and Brazil as well as a wide network of sales offices and representatives around the world.

Following unprecedented levels of growth from 2010 onwards, and the subsequent promotion of the existing Financial Controller to a new position of Finance Director, the business decided to expand the finance team. Venture Recruitment Partners were engaged exclusively to recruit a new Financial Controller.

### Response

Venture Recruitment Partners met with the client in order to fully understand the brief and the culture of the company. After consultation and in agreement with the Finance Director, Venture Recruitment Partners were charged with the responsibility of conducting first stage screening interviews prior to providing the client with a defined shortlist of four candidates. On advice from Venture Recruitment Partners the client agreed to include a candidate for interview whose experience / qualification varied to the initial brief.

### Outcome

All four candidates were interviewed and two were requested to return for 2<sup>nd</sup> interviews. The successful candidate was ultimately the candidate whose background varied slightly to the initial brief showing the value of working closely and in open consultation with our client. The recruitment campaign was handled in a timely and efficient manner with the successful candidate commencing employment within two months of the initial briefing meeting.

*"The service provided by Venture Recruitment Partners was first class. Our consultant, Ian Brown, listened carefully to the recruitment brief provided and applied it thoughtfully, whilst making useful recommendations where appropriate. As a result, all four candidates recommended for first interview were very well suited to the role. Venture Recruitment Partners have an excellent knowledge of the local market, are professional and genuine and I would recommend them to any company seeking new employees."*

Stephen Dines, Finance Director, Heatric