



# Executive HEADHUNTERS

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## Director of Business Development

### Who are Executive Headhunters?

Executive Headhunters is a generalist headhunting agency. Identifying and attracting senior level candidates around the world, we specialise in one area only: high achievement.

Across every sector of business and industry, we're experts at finding senior personnel with the right combination of specific qualities. It's a service that's significantly different to traditional recruitment, and one that we take pride in delivering with the utmost discretion and professionalism.

We effect a delicate mix of skills: a great deal of efficiency on our part, complete transparency for you, and professional levels of persistence to find the right candidate for your role.

As our clients are happy to testify, challenging placements can be the most rewarding - and we'd like you to enjoy that same sense of immense satisfaction with our services.

### What does this case study show?

In this case study, you'll find out how we helped one of our clients find the elusive perfect candidate:

- Identifying the skill sets needed
- Researching potential candidates
- Targeting the right individuals
- Presenting a small number of people ideally suited to the role

We found the ideal candidate for...

# ComXo

### THE BUSINESS

ComXo is a rapidly growing business that provides high quality virtual switchboard and support services. Their bright, well-spoken teams deliver exceptional switchboard support services, using their own 21st century technologies. They help clients to drive their business efficiency and enhance the voice of their brand.

### THE CHALLENGE

ComXo was looking for a Director of Business Development to be an integral part of driving growth in the business. They needed someone who understood how to lead and motivate a business development team, but would also be keen to be hands-on dealing with clients. They were particularly interested in finding someone with a proven track record of managing large, complex accounts with blue chip companies and driving extra revenue from them. This person really did need to be a special individual who could build on all of the great work the team had already done. The right person would need a consultative style as well as the dynamism to be successful.

### OUR CANDIDATES

The right person would need to have a special set of skills and experience. Our candidate had all of the attributes needed plus a proven track record of success in similar roles in highly consultative markets dealing with blue chip clients.

### OUR SOLUTION

We recommended a full headhunt so that we could map out the highest quality candidates across a range of sectors where businesses needed to impress with their quality and professionalism.

## OUR APPROACH

### KNOW OUR CLIENTS

ComXo is a well-established business with a great history and huge potential for future growth. We took the time to get to know the personalities of the senior management team so that we would know the right people when we saw them. We knew that the opportunity would be exceptionally attractive to the right candidates once we got speaking to them. We used our network to spread the word that we were working on a "once in a lifetime" opportunity, paving the way to ensure candidates listened to all of the fantastic details of the role when we called.

### IDENTIFY OUR CANDIDATES

We conducted a full headhunt to map out the Business Development Directors within businesses of a similar size who were selling a high quality, professional outsourced service. We found several candidates who clearly had the potential to excel in this role, and they were put through a rigorous interview process.

### ... AND SIMPLY BRING THE RIGHT PEOPLE TOGETHER.

Our headhunting process delivered the right results. The successful candidate brings the delicate mix of skills, personality and experience that ComXo were looking for. Everyone is delighted with the result.

# ComXo

## CONTACT US

Find out more about the services we offer. Discover how, specialising only in high achievement, your dedicated Account Manager at Executive Headhunters will work diligently to:

- Reduce stress, release resources and recruit the right people for your business.
- Identify high achievers, and attract senior personnel across all sectors.
- Find exceptional candidates who elude traditional recruitment processes because they are not actively seeking a new role.

Tell us about the roles you'd like to fill and let us bring the right people to your business.

**Executive**  
HEADHUNTERS

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