



Curran Daly
+ Associates
EXECUTIVE RECRUITMENT FIRM

Chief Executive Officer (CEO) for a multi-national Business Process Outsourcing (BPO) company

THE BACKGROUND

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Our client had recently concluded the acquisition of a company based in the Philippines whose incumbent CEO had decided to move on to pastures new. Via our client's Australian based head office, Curran Daly were approached and asked if we would be able to find a new CEO.

After an initial discussion with our client to understand the role, a detailed proposal was submitted, duly accepted, and the process commenced.

The position was seen as something of a business evolution role, integrating the recently acquired business with our client's culture and processes, and then implementing the change needed to ensure the business was as agile, lean and dynamic as possible, utilizing the knowledge, experience and functions across our clients group.

THE PROCESS

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Curran Daly drew up an initial long list of 71 potential candidates for the role, targeting C-level profiles across the 3rd party outsourcing (BPO) industry, and those who were, to the best of our knowledge, currently based in the Philippines.

The long list was drawn up from both our in-house data base, and our network, and included a referral from a long-standing contact of Curran Daly's, who had themselves worked at CEO level in the Philippines several years previously.

From this process, 5 candidates were recommended for further consideration, and the selection committee decided to interview their top 3.

THE OUTCOME

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The selection committee were particularly impressed with 2 candidates, though ultimately decided that only 1 would proceed to the final stage with their executive committee.

The person, who was the candidate referred to Curran Daly via our regional network, was successful in being offered the position, and duly accepted.

The successful candidate was moving into a CEO level opening for the first time, but was quite clearly ready to take that step, a point that both Curran Daly and indeed our client's selection committee were very much aligned.