



Curran Daly
+ Associates
EXECUTIVE RECRUITMENT FIRM

Vice President (VP) of Operations search for a US based technology company

THE BACKGROUND

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Our client is a global technology company based out of the US, with a large operation in Cebu (Southern Philippines). Following a recent take-over of the company, those in charge, who at that point were fairly unfamiliar with the Philippines, had been referred to Curran Daly through the network of a former client.

With the company deciding they wanted their senior leadership physically located in the Philippines, the decision had been taken to appoint a Vice President of Operations who would be their most senior appointment in the Philippines.

After an initial virtual meeting with senior leaders based in the US, Curran Daly were asked to submit a proposal for the search assignment and were thereafter appointed to undertake the search on a retained basis.

THE PROCESS

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An initial face to face calibration meeting was planned in Cebu between the COO and Curran Daly's Director of Executive Search after which a comprehensive job brief was prepared.

The client was keen to see a broad range of candidates, both local and expatriate profiles, all of whom would need notable experience managing a Philippine operation/workforce providing services to a global customer base.

The assignment came with a range of challenges, including the fact the specific line of business whilst technology leaning, was somewhat niche, not to mention the fact the role was located outside of Metro Manila, resulting in a smaller pool of talent.

Whilst a high number of very suitable candidates were identified, the location, and thus the need to relocate resulted in many declining the opportunity.

THE OUTCOME

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Following an exhaustive search, 6 suitable candidates were identified, and all scheduled for face-to-face interviews with a senior executive who flew in from the US for this purpose.

Within a week a decision had been reached, and an offer was made and accepted by a candidate who was open to relocating to Cebu from elsewhere in the Philippines.