

*Case Study*

# EXEC SEARCH – SETTING UP A TECH DIVISION

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## THE CHALLENGE

Our client came to us to help them establish their new Tech Division. Our client is a leading aesthetic clinic across Ireland and the UK. Their new CTO approached us to make his most critical hire, the Head of Engineering. This person would spearhead the engineering function and drive culture for the division. Much of the success of the new Tech Division, would hinge on this hire.



## OUR ROLE

GemPool deployed two of the most highly experienced Recruiters to shortlist for the role. This required nuanced headhunting tactics, investment in paid advertising and a deep understanding of the type of personality that would make the best fit.

Within two weeks, a shortlist of 8 viable candidates were shortlisted and interviews began.

The interview process was three phases and the preferred candidate was progressed through the process in two weeks to offer and acceptance stage.

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## GEMPOOL'S SUCCESS

GemPool successfully delivered this key hire in 8 weeks from requirements gathering to bum on a seat. This ability to keep the time to hire as short as possible allowed our client to then turn its attention to begin building out both engineering but also design teams.

GemPool was also central in spec'ing out the structure of these teams, the budget needed to build them and the skills available in the market.

GemPool continues to fill these roles across the technical teams and has developed a true partnership with the client.

Some feedback from our client: ***"GemPool are great to work with. No messing, no bull. They get the job done to a high quality and are honest along the way. For me, it allows me to focus on other things, knowing that the CV flow will be there when I need it and to a high quality also."*** – CTO