



EXECUTIVE SEARCH: DRIVING ENGINEERING TRANSFORMATION FOR PRIVATE EQUITY GROWTH

From initial sourcing to offer acceptance, we secured a high-priority Director of Engineering in just five weeks. This rapid delivery provided essential leadership at a critical juncture in the organisation's transformation journey.

AT A GLANCE

CHALLENGES

- Navigating changes driven by new private equity backing.
- Requirement for a high-level Engineering Director to overhaul team structure and effectiveness.
- Need to address specific problems regarding engineering productivity and output quality.

WINS

- Enabled the CTO to focus on other activities (e.g. M&A due diligence) as part of growth trajectory.
- Achieved a streamlined 1.4:1 CV-to-interview ratio through a curated talent network.
- Opened up the relationship and subsequently filled software engineering roles into the team.

OBJECTIVE

Our client was going through a transformation as part of their private equity backing. This involved an assessment of their engineering function, effectiveness, structure and productivity. They needed to bring in a strong engineering leader to drive all the changes needed to fix their issues.

SOLUTION

Recognising GemPool's deep roots in the tech leadership space, the CTO partnered with us to secure a new Director of Engineering. Our established CTO community provided immediate access to a vetted network of proven leaders, allowing us to move beyond standard job boards. Following a deep-dive session with their leadership team to align on technical and cultural needs, we curated a high-caliber shortlist of 7 candidates from this exclusive talent pool.

RESULTS

#1 Key result

Leveraged an exclusive leadership network to deliver a high-quality shortlist, achieving a streamlined 1.4:1 CV-to-interview ratio.

#2 Key result

Successfully placed a Director of Engineering who has significantly enhanced the team's predictability, velocity, and output quality.

#3 Key result

Provided a high-caliber hire quickly through a targeted search approach, resulting in high client satisfaction and long-term trust.