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ADMSC

Direct Talent Solutions Case Study

Client: ADMSC
Mandate: VP Human Resources
Sector: Aerospace & Defence



Background

In February 2009 Sikorsky Aerospace Services and Mubadala Development Company announced a joint venture to establish an aviation military Maintenance Repair and Overhaul (MRO) Center serving the UAE Armed Forces and other military aircrafts throughout the MENA region. Executive Solutions was asked to recruit a UAE National VP of Human Resources.

Approach

We started by developing an understanding and building-out the requirements of the role in detail. Once finalised, we devised a Research Strategy Plan developing a list of potential sources, target industries and companies.

The next step was to conduct a mapping exercise to identify the respective HRD and Number 2 in each of those companies. We used search engines such as Google Secrets, Boolean Strings, LinkedIn and Candidate Referrals.

We conducted confidential telephone conversations to screen and evaluate suitability and interest. Finally we presented a short-list of 5 candidates, 3 of which were selected for interview.

“Executive Solutions managed my portfolio during my career search and provided an excellent service that was difficult to match anywhere else in the market.

I found the team truly professional, they demonstrated integrity and confidentiality without any compromise on service.

My consultant was respectful and sensitive and always had a positive and friendly style of communication. They were able to cope well under pressure and were patient and understanding when faced with difficult circumstances. The team was dedicated to their work and always kept you informed by providing feedback promptly”

VP Human Resources