



➤ **Rapid Executive Search for Senior Leadership**

RPI Technology was approached by this European solar company with the requirement to recruit two senior leadership roles for their manufacturing plant in Malaysia, their biggest site outside of their headquarters. The client chose to work with RPI Technology because they “needed someone professional to do this important job.”

The project was to find a Director of Operations and a Director of Finance. Both positions were urgent and for this reason we advocated an executive search with the commitment to deliver a shortlist of three candidates for each role within one calendar month of sign off.

To identify suitable candidates we conducted a name gathering process to create a list of over 100 people whose profiles were then filtered to create a long list of the best 16 (eight for each role). The 16, based across Singapore, Malaysia, China and Taiwan were interviewed by RPI Technology to establish their suitability and then a shortlist report on the six best candidates was presented to our client and interviews were arranged for just one month after the project started.

The six candidates were interviewed by the client at their Asian base and subsequently by their senior management team at European headquarters. The two leading candidates were selected for the roles and offers were made, managed and accepted within three months of sign off of the project.

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