



NGS GLOBAL

Senior Vice President of Human Resources – Leading Real Estate Services Company

Background

Our client was a member of the S&P 500 and FT Global 500, a leading global consumer real estate services company with 5,400 employees throughout 2,500 locations. Based on number of tenants, the client was amongst the largest landlords in the world.

The Need

As part of succession planning, our client was looking for a Senior Vice President of Human Resources, to provide overall Human Resources leadership and support for its domestic and international operations. The position reported to the CEO and would be a member of the executive committee. The key responsibilities of the position were to develop and maintain a strong level of partnership with senior leadership teams to provide a broad range of strategic support in achieving business objectives including; talent management, field operations, organizational effectiveness, and employee engagement. The role also required the ability to work independently with minimal guidance and resources, develop strategies and lead/execute the delivery of corporate, regional, and field initiatives. Prior experience beyond the Human Resources function was highly desirable, as well as experience working in a matrix environment with large multi-site operations and a sizable hourly employee population.

Our Search Process

We worked closely with our client and key stakeholders (CEO and CHRO, who would retire after the position was filled), which aided us to complete our due diligence. Insights gained during our initial meeting provided a thorough view of their work culture and operating processes, which helped us to develop our understanding of their hiring need. Given the hiring leader's expectations, we created a large and diverse pool of over 170 candidates working across a defined list of target organizations placing an emphasis on diversity candidates. We conducted interviews with 13 of the most relevant candidates to confirm competency, culture fit and motivation for the position. Our team presented 12 qualified candidate profiles with key company exposure, and experience of working for a publicly traded global parent, of which five were shortlisted for assessment by the client. One candidate was offered the role within 120 days of beginning the search. The new incumbent had 20 years of broad professional experience and prior non-Human Resources experience in finance, planning and operations with a global financial services provider which was highly valued by our client.

Our NGS Global Value-Add

- Quick turnaround due to our industry-wide network of senior level HR leaders, our level of understanding of the HR function, limited client conflicts and multiple partners conducting the engagement.
- Closely worked with the HR leader and CEO to evaluate and rank shortlisted candidates on required competencies and skills.
- Strong relationship building with the candidates requiring strict compliance with NDA's and sharing of financial information.
- Close involvement throughout the offer negotiation process and onboarding.