

## Managing Director – Sub-Saharan Africa | Power Systems Manufacturer

### ***Background***

Our client was a large German corporation with operations in South Africa and across the globe, manufactures high-speed engines and propulsion systems for the marine, rail, defense and other areas within the infrastructure sector.

### ***The Need***

Our client's South African business had a Managing Director who was an expatriate and needed to return to Germany, requiring that a new Managing Director be hired as a replacement. Our client wished to fill the position with a local candidate. The ideal candidate would bring a proven track record of executive-level leadership with an accomplished commercial background and sound industry knowledge. The Managing Director was responsible for developing the vision and implementing the strategies to achieve organizational goals, so the ability to see the larger picture was a critical requirement. Our client was also seeking someone who was strategic and had proven success of implementing a turnaround in the region.

### ***Our Search Process***

We began the search process by developing a strategy to identify the best talent for the role. The biggest challenge in this task was finding the right combination of background experience and skill level. After developing the strategy and performing deep-dive research, three strong candidates were identified and put through a vigorous global recruitment process. The client executives responsible for hiring unanimously agreed upon the final candidate.

### ***Our NGS Global Value-Add***

- Deep knowledge of local market and industry in which our client competed
- The ability to understand the requirements of our client and match those with the top tier of talent in the region
- Having equity-owner partners who do the work themselves, in-depth understanding and knowledge of what the true issues are, and the credibility in the industry to articulate them to the right candidates