



TALENT ACQUISITION SPECIALISTS FOR THE FOOD & INGREDIENTS SECTOR



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We work in partnership with our clients to source exceptional candidates by providing a fully integrated recruitment solution matched to their requirements.



We provide advisory services helping clients streamline recruitment processes by providing market and competitor mapping.

why we are the best

WHO WE ARE

We have a small number of highly experienced staff who are dedicated to finding the best possible candidates for our clients.

With our combined years of experience within the recruitment industry, as well as first hand experience of working closely with leading food ingredients companies on a global basis, you can be assured of our commitment and professionalism.





why we are the best

WHAT WE DO

On behalf of our client companies our business is the professional identification and attraction of individuals whom we approach directly in order to fulfil recruitment needs within that organisation.

This begins with an appraisal of the marketplace to identify talented individuals who possess the skills and experience that our clients require. We then make a direct and confidential approach to these individuals to assess their suitability. A close relationship between our company and our clients is vital to gain the maximum information not only about the nature of their vacancies but also ascertaining the company style and culture; we believe that a good culture fit for our candidates is as important as their ability to do the job.

Our aim is to provide high quality candidates which will exceed the expectations of our clients.





seeking out exceptional talent

NOTABLE SUCCESSES WITHIN THE FOOD INGREDIENTS SECTOR

1. Director of Technology & Applications EMEA
2. VP Commercial – Global
3. Head of Confectionery, Beverage, Dairy Applications
4. Technical Sales Director – Pet Food Ingredients Europe and North America
5. Global Sales Excellence Director
6. VP Sustainability
7. VP Commercial – North America
8. Technical Specialist EMEA – Sweeteners
9. Director of Business Strategy & Planning
10. VP Global Key Accounts
11. Dairy Scientist

Case study

TECHNOLOGY & APPLICATIONS DIRECTOR



Background

Our client is a leading global supplier within the food ingredients industry and as a result of merging 2 parts of their business had a requirement to recruit a senior individual as Director of Technology and Applications for their EMEA Region

Challenges

This position required a combination of technical and applications knowledge (gained ideally within the food ingredients industry), strong leadership skills to manage a large and geographically diverse team as well as strong customer facing skills

The position was to be based between 2 sites, one in France and one in Germany and required fluency in English and ideally French and German

The role would require a significant amount of travel throughout the EMEA region and an element of global travel as well.

Approach/Solution

Our initial approach was to engage in detail with both the General Manager for the EMEA region as well as the Global Director of Technology and Applications to draw up a detailed job and person specification highlighting both the technical skills and personal attributes that would be required to fill the position.

We also discussed at length reporting lines, scope of responsibility and various challenges that someone new coming in to the position would face. We gained a thorough understanding of the business objectives and KPI's associated with the position as well as understanding the parameters and flexibility around the overall remuneration package.

Armed with this information we undertook a detailed and thorough market mapping exercise of the market, initially across the EMEA region. It became evident at an early stage that the market we were looking to recruit from was very niche and relatively small. This required us to then extend this exercise beyond the immediate region to encompass Asia and the Americas. This incredibly detailed piece of work identified just over 300 people globally that had at least the required technical skills required for the position.

The next step in the process was to engage personally with each of the potential candidates to elicit their potential interest and overall suitability for the position. Many of the candidates approached were not actively seeking a new position but part of our role in the recruitment process is to act as an ambassador on behalf of clients to promote both the client organisation and the opportunity and potential for career development.



Result

Seven weeks after the initial briefing, many hours research and numerous conversations with potential candidates we were in a position to submit a short-list of four candidates that had been thoroughly screened and vetted that were all interested in pursuing the opportunity further.

After three rounds of interviews the preferred candidate was extended an offer that we negotiated and accepted the position. Once verbally accepted we took several references that supported the candidates credentials and the individual commenced employment after severing their required notice period and relocating to the preferred location.

THE SEARCH PROCESS

OUR ROLE

YOUR ROLE

DEFINE THE OPPORTUNITY

We work closely with you to document the opportunity enabling us to attract the specific talent your team requires

In depth briefing with one of our consultants

PROPOSE THE STRATEGY

Using our experience and knowledge we design the most appropriate search strategy and fee structure

Agree the approach and terms and conditions

DEFINE THE SEARCH UNIVERSE

We mutually agree upon which organisations and teams to target

Work closely with us to define target market

RESEARCH THE MARKET

Our research team will identify the appropriate individual within each target organisation

APPROACH THE CANDIDATE

Acting as an ambassador for your organisation we present your company and the opportunity to the targeted candidates

DISCUSS THE FEEDBACK

Through regular updates and frequent communication you will get an understanding of the best available candidates in the market

Review the target list and agree which potential candidates are of most interest

DELIVER THE REPORTS

In-depth reports and CV's on short listed candidates are presented

Decide which candidates that you want to take forward to first interview

MANAGE THE INTERVIEW

We co-ordinate interview times as well as communicating feedback after each stage of the interview process

Provide us with your feedback after each stage of the interview process

NEGOTIATE THE OFFER

We will ensure that both parties reach a mutually beneficial agreement. We also counsel for potential counter offers.

Present formal offer of employment to chosen candidate

REFERENCE CHECKS

We will conduct reference checks where possible once the interview and negotiation process are complete

Conduct background checks

MANAGE THE TRANSITIONS

We stay close to the candidate during their notice period and follow up during their initial stages with your organisation



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