

## CASE STUDY

TRUSTED RECRUITMENT PARTNER –  
GLOBAL PROCUREMENT LEADERSHIP  
(LISTED CHEMICALS BUSINESS)

*1st* Executive

An aerial photograph of London, England, taken during the golden hour of sunset. The River Thames flows through the center of the city, with the Tower Bridge prominently featured in the middle ground. To the left, the Shard skyscraper stands tall, its glass facade reflecting the warm light. The city is densely packed with buildings, and the sky is filled with soft, orange and pink clouds. The overall atmosphere is serene and majestic.

### AMBITIOUS TRANSFORMATION JOURNEY FULFILMENT

A globally operating, listed chemicals business headquartered in London has been on an ambitious transformation journey.

It is focused on the development of innovative and sustainable solutions for its customers — with procurement playing a central role in delivering competitive advantage.

### CHALLENGE & OVERVIEW

Since 2023, 1st Executive has supported the business across eleven placements spanning a range of procurement and supply chain disciplines, including:

- Global Head of P2P Implementation
- Head of Risk Management
- Indirect Category Manager
- Procurement Analysts

Most recently, the business engaged 1st Executive on an exclusive basis to source a Global Head of Directs — a highly visible, senior appointment joining the Procurement Leadership Team at a particularly challenging moment.

Growing geopolitical tensions were placing considerable pressure on global supply chains, with the business facing increasing complexity in the sourcing and management of strategic raw materials.

The successful candidate would need to lead annual spend across these categories, providing both strategic direction and operational resilience at a time when the stakes could not be higher.

The requirement demanded a leader of genuine calibre — commercially credible, globally experienced, and capable of navigating complexity at the most senior levels of the organisation.

### APPROACH, SOLUTION & DELIVERY

Given the established relationship and track record of successful delivery, 1st Executive was engaged as exclusive recruitment partner, working in close collaboration with the internal

Talent Acquisition team.

The process began with a thorough briefing to understand the full scope of the role, the leadership team dynamics, and the specific

challenges the incoming candidate would need to address from day one.

We then conducted a salary benchmarking exercise to ensure the compensation package was appropriately positioned to attract the calibre of candidate required.

This was a critical step — the market for senior directs procurement leadership is highly competitive, and accurate benchmarking ensured the client could move decisively when the right candidate was identified.

Initial talent mapping focused on the UK market. However, based on our assessment of available skill sets and the specific demands of the role, we advised the client to widen the search across Europe. This recommendation proved pivotal in accessing

the depth of talent the role required.

**The search delivered:**







- A longlist refined to a shortlist of six pre-qualified, personally assessed candidates
- Three candidates progressed to formal interview stage
- Two candidates reached the final stage simultaneously, demonstrating the quality of the shortlist
- One preferred candidate identified — based in Germany, with regular travel to London

Throughout the process, 1st Executive managed all candidate communication, interview coordination and stakeholder alignment, ensuring a smooth and efficient experience for both the client and the candidates.

### CAMPAIGN OUTCOME

- Global Head of Directs successfully appointed into the Procurement Leadership Team
- Preferred candidate based in Germany, with an agreed travel arrangement to London
- Offer accepted and candidate started within one month of offer
- Notice period actively managed by 1st Executive to meet the client's timeline requirements
- Two additional candidates reached final stage, reflecting the strength of the shortlist
- Eleventh successful placement since the partnership began in 2023

### KEY METRICS:

-  11 successful placements since 2023 across procurement and supply chain
-  Exclusive mandate awarded based on track record and relationship
-  European talent pool opened on 1st Executive's recommendation
-  Shortlist of 6, with 3 to interview and 2 reaching final stage
-  Offer to start achieved within one month
-  Notice period managed to meet client requirements

### BENEFITS TO CLIENT

#### Trusted Partnership

The exclusive mandate reflects the depth of trust built over multiple years and eleven successful placements.

The client benefits from a partner that understands the business, its culture, its leadership team and its evolving requirements

— removing the need to re-brief from scratch with each engagement.

### **Strategic Talent Advisory**

Beyond recruitment delivery, 1st Executive provided active strategic counsel — including salary benchmarking and the recommendation to widen the search geography into Europe.

This advice directly shaped the outcome, opening up a stronger talent pool and ultimately securing the best available candidate in the market.

### **Speed and Certainty**

Despite the seniority of the role and the complexity of the search, the business was able to move from brief to start within a highly compressed timeframe. Active notice period management by 1st Executive ensured the client's timeline was met without compromise.

### **Commercial and Operational Impact**

The appointment brings senior leadership to a function managing significant annual spend across strategic raw materials at a time of considerable global supply chain volatility.

The incoming Global Head of Directs is positioned to deliver both immediate stability and longer-term strategic value across the procurement function.

### **Long-Term Value**

Eleven placements since 2023 across a range of levels and disciplines demonstrates the breadth and consistency of 1st Executive's delivery.

The relationship continues to evolve, with 1st Executive embedded as a genuine strategic partner rather than a transactional supplier.

#### **IF YOU ARE:**

- Building or strengthening a senior procurement leadership team
- Operating in a complex, globally distributed supply chain environment
- Looking for a recruitment partner with the market knowledge to advise & deliver

**1ST EXECUTIVE DELIVERS HIGH-IMPACT LEADERSHIP TALENT, ALIGNED TO YOUR STRATEGY.**

# 1st Executive



## HEAD OFFICE

1 Tannery House,  
Tannery Lane,  
Send,  
Surrey  
GU23 7EF

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✉ [enquiry@1st-executive.com](mailto:enquiry@1st-executive.com)

🌐 [www.1st-executive.com](http://www.1st-executive.com)

☎ +44 (0)1483 213300

