

**Project – Executive Search**

Tusp were commissioned to headhunt a Business Development Director for a large multi-discipline construction company.

**Key Challenges**

The main challenge was that this is a highly competitive industry with companies offering high salaries and attractive packages to retain people. Due to the high level of skills required there is a limited amount of people in the market place.

When the ideal candidate was found we had to convince them to accept a permanent position as they were operating as an independent consultant.

**The Solution**

We made an extensive search of the market place and researched which companies employed people with rail experience. We also researched what package would be required to entice someone to take on this role.