

Case Study

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At A Glance

Challenges

- Stringent experience, qualification, and technical skill requirements
- Europe location with necessity for global commerciality
- Job roles with ambitious projects in need of driven, capable, and confident mindsets

Benefits of MERJE

- 20+ year client partnership
- Extensive specialist Finance network established over decades
- Low (less than 10%) upfront fees, minimising risk

Two Finance Leaders in Engineered Polymer Solutions

The Situation

This MERJE client is a world leader within engineered polymer solutions which leverages over 100 years of experience to create modern and sustainable products for customers. **Innovation, performance, responsibility, and customer-focus** sit at the core of the organisation's ethos.

Staying at the forefront of this market requires **continuous evolution and strategic growth** which, in this case, included the recruitment of two priority senior roles within the Finance function:

- **VP Finance** for an existing business unit, triggered by a US-based resignation, with the **upcoming project of creating a new division**,
- **Global M&A Manager**, a newly created role borne of the desire to become more independent throughout the M&A process and tasked with **building a new M&A process from scratch**.

"Behind the MERJE name you will find a team of people dedicated to the needs of you as a customer, a team who take the time to understand the requirements of a role, to understand, just as importantly, the culture of the company and you as an individual, and provide a service that keeps you updated on every step of the process."

VP Finance & Business Control The Hiring Manager

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The Challenge

Each requirement came with its own priorities and challenges.

The **VP Finance** required a qualified and technically competent accountant with experience in manufacturing and working with companies in Asia, as well as the ability to **step up to a more senior role in a new business division in a relatively short timeframe.**

The **Global M&A Manager** was a unique role in a new division requiring an individual without the traditional finance background but experience in the M&A consulting industry.

This was a particularly niche request for **someone who could carve out the new role**, seamlessly fit into the business culturally and interact across the Group, and **build/manage a “cradle to grave” process from scratch** encompassing the full suite of M&A activities.

Both roles were highly flexible on location, requiring **candidates that could be based anywhere in Europe.**

“Andrew was very professional in his mannerism, provided clear details about the role, and cleared any questions I had along the way. He kept me updated throughout the process and was always very honest with me on the details which I really appreciated. Above all, I felt that he really cared about matching the role to the right person.”

Global M&A Manager The Candidate

Case Study

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“I don’t wish to make Andrew’s head any bigger than it is, but he understands what I am looking for in a role, taking the job description and interpreting it clearly into a profile of what the ideal candidate would look like.

“I cannot emphasise enough the strength of this relationship which builds the understanding of the role, the person, and ultimately leads to successful recruitment in terms of competence but also personal fit into the culture of the organisation.”

VP Finance & Business Control
The hiring manager

Two Finance Leaders in Engineered Polymer Solutions

The Solution

The hiring manager has a strong relationship with Andrew Varty, MERJE Director – Finance recruitment, **stretching back to 2006.**

Over the years, Andrew has supported this individual both as a candidate and a hiring manager in a variety of scenarios, meaning he has **an exceptional understanding of what they look for in a new hire** and who will fit well culturally in this person’s team.

Andrew, supported by his dedicated researcher Mandy Abelson, **tailored a robust Executive Talent search strategy** for each vacancy.

Our focus on delivery and long-term success means we offer **much lower upfront fees** compared to traditional executive search firms.

In both these cases, the client paid **retainer fees of less than 10% of the final salaries**, with the remaining amount paid on the successful candidates’ start dates.

This low initial risk approach for clients certainly doesn’t detract from our team’s commitment to delivering success, with Andrew and Mandy delivering **shortlists of highly capable and relevant candidates just 3-4 weeks after** being instructed on the roles.

Andrew and Mandy went to market, crafting engaging job adverts, **utilising specialist industry and senior job boards**, and reaching out to their vast networks of active and passive candidates across the UK and Europe which they’ve been **building relationships with for over 20 years.**

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At A Glance

- ✓ **8 Weeks**
Avg. Time to Hire
- ✓ **<10%**
Upfront Fee
- ✓ **20+ Year**
Client Partnership

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The Result

After two rounds of interviews for each role, the successful candidates were chosen and offered. From instruction to offer acceptance, **the VP Finance role took just over 11 weeks, and the Global M&A Manager less than six weeks.**

Andrew worked closely with the candidates and the business to navigate the onboarding periods and each individual is now embedded in their respective roles.

The hiring manager said,

“The successful candidates for these positions checked most of the technical and competence boxes, which was no mean feat considering the highly specific experience required.

“But **what made these individuals stand out most was their personality and cultural fit**, with both demonstrating huge drive and aptitude to make the roles their own and relish the challenges they would be tasked with in their new positions.

“The **VP Finance had to step up sooner than expected** into building a new division and has adapted quickly. The **Global M&A Manager recruitment has been very, very positive** in that she adeptly delivered the vision we had for the M&A process and **is now on our ‘high potential’ list.**”

“My long-standing relationship with this client is the perfect example of what we strive for at MERJE. They know they can reach out any time for support and our 20 year history means I can tailor my advice and guidance to their needs.”

Andrew Varty
The Consultant

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