



// Business Context & Client Need

An oilfield services company had recently undergone an IPO, experienced significant growth, and recognized that there was a need to increase their bench strength, put a succession strategy in place and ensure their leadership team had the right skills to complement a public company.

Optimum Talent partnered with the client to complete six executive searches for key roles to help the organization achieve its objectives. We worked with the executive team to:

- Determine the talent needs of the organization.
- Balance differing viewpoints on required skill-levels and years of experience.
- Outline the necessary requirements and competencies to be successful in these roles.
- Highlight key first year deliverables.
- Put leaders in place to support succession.

// Our Solution

1. Assisted the client in defining the scope and responsibilities for six positions:

Vice President, Canadian Operations

Vice President, Finance

Director, Corporate Development

Director, Human Resources

Senior Tax Advisor

Investor Relations & Corporate Governance Analyst

2. Created a strategic recruitment plan to identify talent gaps and map out required leaders.
3. Utilized national and international networks to source and engage potential candidates.

// Our Solution

4. Offered market intel and enticed potential candidates to the opportunity by promoting the client's brand.
5. Strategically presented individuals with varying skills and backgrounds to balance differing perspectives of the leadership team.
6. Assisted the client through interview and offer process to select the best talent to meet cultural and strategic business needs.
7. Placed local and international candidates to help fulfill business objectives and achieve growth.
8. Offered ongoing support to ensure successful integration of new hires.

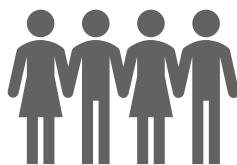


// The Impact

On average, the searches were completed within 90 days, allowing all of the hires to integrate quickly and fulfill their mandates.

Twelve months following the kickoff of the searches, the client reported high levels of engagement and strong cultural fit with all new hires. Candidates have expressed job satisfaction and fulfillment in their new roles.

The client has engaged Optimum Talent for Leadership Assessment & Development services to support the growth and direction of their leadership team.



Skills and Cultural Fit



6 Happily Placed Candidates



Immediate Impact to The Business