

# White Stuff - Executive Search



**Our way. It's  
not *the*  
way, it's just  
*our* way.**

## The Brief

Following the decision to conduct a full systems replacement programme, retailer White Stuff approached ReThink to help them source a new Head of IT. The individual required needed to be of the highest calibre, a perfect company fit and have the necessary passion and energy to take the White Stuff business to the next level.

## Approach

ReThink proposed a full Executive Search campaign. By understanding and collaborating with White Stuff we were able to get closer to the business and therefore understand the core dynamics of the organisation and its culture enabling us to place the right candidate. Due to sensitivity, advertising was not an option for this campaign.

## Selection

ReThink used standard screening and competency interview procedures conducted in compliance with best practice and all legislation including Conduct of Employment Agencies and Employment Businesses Regulations 2003.

Upon receiving the role specification, ReThink reviewed and clarified the requirements and objectives with White Stuff. This ensured the most accurate information was in the hands of our consultant and that we had a full understanding of the features, benefits, core behaviours and skill sets of the role specification.

This review and clarification process included:

- ✓ Detailed role specification, highlighting any key competencies / behaviours required
- ✓ Target start date
- ✓ Indicative salary and benefits
- ✓ Client cultural fit
- ✓ Skills and track record required
- ✓ Qualifications (technical testing or proof of qualifications)
- ✓ Timelines – project plan agreed, shortlist dates, pre-booked interview days.

**ReThink  
Recruitment**  
being different

## Results:

- ✓ All tier 1 and tier 2 retailers were profiled identifying individuals who met their requirements
- ✓ A target list of over 100 names was produced
- ✓ ReThink interviewed 12 potential candidates face to face
- ✓ Five candidates were shortlisted
- ✓ The successful applicant was offered only seven weeks from commencement.

*"I was referred to ReThink by a former colleague when I knew we were in the market for a new Head of IT. After reviewing their proposal we engaged their services in October 2009. The process was managed very professionally and within the timeframes that we agreed. The shortlist that was submitted was as I had hoped and from this we appointed our new Head of IT in January 2010. I have no reservations whatsoever in recommending ReThink for this level of appointment" - Richard Steele, Finance Director, White Stuff*

