

## Royal London Group - Head of Procurement

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As part of the Royal London group wide change programme and the strategic need for an operational redesign of the business it was identified that the procurement function was not operating as effectively as possible. The function was described as primitive and old school, having not been modernised in line with the changing market, technology advancements and business needs. FirstPerson Executive was appointed to conduct the strategic appointment of a Head of Procurement and Facilities for the business to transform the department into a modern offering. Key to success would be an individual who lived in the North West, has a large financial services company background and demonstrable experience of creating a procurement function from scratch in a changing environment.

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### The Process

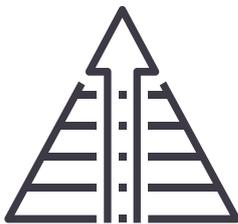
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Through custom research, it was identified that the pool of financial services organisations in the North West was reasonably limited to <20 organisations. In order to provide the client with the biggest possible pool of candidates to select from, the search was adapted to include other organisations outside of financial services of a similar size and scale to Royal London, with a similar level of IT infrastructure, that have been through a period of change or transformation and are based in the North West. The revised target areas for the search provided access to consultancies, professional services, telecommunications, education, manufacturing and transportation.

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### The Results

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**SUCCESSFUL  
APPOINTMENT**

FirstPerson considered a total of 102 companies, 128 people and held 15 face to face interviews for this assignment. Of 15 interviews, 8 individuals were progressed for long list, 4 with financial services and 4 with non financial services experience. The client ultimately selected 4 individuals to progress to formal interviews all of which came from outside of the financial services sector. The first choice candidate was successfully appointed in November 2014 and joined from automotive manufacturer, Jaguar Land Rover.