

## The Centre for Modelling and Simulation

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FirstPerson provided executive search and interview services to The Centre for Modelling and Simulation - CFMS, an independent, not-for-profit organisation born out of the collaboration of major UK players in aeronautical, defence, automotive and government. With clear ambitions to drive awareness of its brand and commercial services the business wanted to recruit 2 individuals; one, a strategic board level appointment as Chief Technology Officer and the other, a confidential replacement of the Head of Business Development.

### The Solution

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After spending time onsite at the CFMS facilities and taking an extensive, in person brief of the subjective and objective role requirements, our in house research team at FirstPerson mapped UK and European markets across defence, automotive, academia and research. Relevant individuals were identified at each business, creating a list of target candidates who would be approached for the opportunity at CFMS. Branded and confidential advertising was used alongside in house market mapping techniques to raise the CFMS profile in the sector and provided access to individuals who were not employed at a targeted organisation. FirstPerson telephone approached over 120 people for the Chief Technology Officer role and over 100 for the Head of Business Development position, electing to progress 28 to face to face meetings before shortlisting a total of 11 across both roles.

### The Results

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Having understood the challenges CFMS experienced in securing candidates following face to face interviews and to assist in the smooth running of panel interviews and presentations, a FirstPerson Consultant was assigned to attend all fifteen 1st round, client side interviews onsite at CFMS. The assignments were successfully concluded with the appointment of both positions in 2016.

**“DEMONSTRATING A THOROUGH UNDERSTANDING OF BUSINESS REQUIREMENTS AND CULTURAL FIT, FIRSTPERSON PROVIDED A CONSULTATIVE AND TAILORED, EXECUTIVE SEARCH AND SELECTION SERVICE. PRESENTING HIGH CALIBRE CANDIDATES THAT MATCHED SPECIFICATIONS, PROGRESS AND COMMUNICATION WAS TIMELY, WITH CONSULTANTS TO HAND, ACTING AS AN EXTENSION OF OUR ORGANISATION”**

Sam Paice, Chief Operating Officer, The Centre for Modelling & Simulation (CFMS)