

CASE STUDY

Replacing the Irreplaceable: Strategic Search Solutions Fill a Key Role in a Trade Association



CLIENT

Trade Association



INDUSTRY

Industrial
Manufacturing



OUR ROLE

Retained
Executive Search

Replacing a Leader

With an incumbent vice president (VP) of talent operations leaving a highly visible trade association (the Association), the Association approached Cherry Bekaert (the Firm) to lead the search for a replacement. While the Association is not large from a headcount perspective, the incumbent, who had been there for an extended period of time, took on an outsized role, both within the Association and with the Association membership.

Finding a replacement for a leader who is leaving a company with a wealth of institutional knowledge is never easy. However, potential candidates would be offered a passionate leadership team, generous compensation package, excellent benefits, a hybrid work environment, and a beautiful Washington, DC office space.

Diverse Candidate Presentation

The Firm worked with the outgoing VP of talent operations to understand the ideal candidate, their qualifications, and how they would fit in with the existing leadership team. The ability to lead a team, think strategically, be a hands-on leader, and handle both business and people needs were all necessary requirements.

The incumbent was leaving the role within a few months, so in a truncated period of time, the team at the Firm used their current talent pipeline, while also developing new relationships, to present the Association with a group of diverse and qualified candidates. The Association quickly narrowed the list down to a final few candidates, who they chose to go into the office and meet with the CEO and other leadership team members. A decision was made expeditiously, leading to an attractive offer and acceptance from the candidate.

Streamlined Communication and Transparent Feedback

Client relationships can take different shapes and forms, but all good relationships thrive with proactive, streamlined communication and transparent feedback. The Cherry Bekaert Recruiting & Staffing team prides itself on a high level of communication, both with clients and candidates. In this case, the Association was highly engaged in getting the role filled, leading to a high-level candidate experience and a successful outcome for all parties.

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About Cherry Bekaert

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