




Case Study



“I wouldn't have any hesitation in recommending FD Recruit to other people. They managed the process right through to the end and maintained an extremely professional manner throughout.”

Jonathan Crawley, CEO of Van Hage Garden Centres

Key achievements

- Working with FD Recruit, **Van Hage Garden Centres** found a highly experienced **Interim Finance Director** to replace their Head of Finance, who left the business for family reasons.
- They needed to fill the position quickly and at an extremely critical time, and FD Recruit were able to successfully find an **ideal candidate in good time**.
- Van Hage's CEO experienced a **great level of service and high-quality communication** throughout, and wouldn't have any hesitation in recommending FD Recruit to other people.
- They are very happy with their new Interim Finance Director, who they feel is the **right fit for them**.



The Challenge

A vast amount of experience needed

When the Head of Finance at Van Hage Garden Centres left the business for family reasons, they urgently needed an Interim Finance Director to help them through a period without a key member of staff.

“We only had a month's worth of notice, minus outstanding holidays,” said Jonathan Crawley, CEO of Van Hage Garden Centres. “It was absolutely obvious that that we would need to move quickly. In addition, there was also some processing going on around the business where we weren't actually completely sure of how we would want our forward structure to work.

“Therefore, bringing in an experienced interim would really achieve two things - rapid continuity and bringing in a professional with a vast amount of experience. With an interim you get an extra degree of skill and experience that would have been harder to find with a permanent person at the time.”

The company needed someone with a fixed term contract, with little or no handover, who could operate from day one.

Jonathan said: “It was vital that we had somebody in here on the ground, and interims are used to going into very different environments and cultures on a regular basis and delivering very quickly.”

Jonathan knew he wanted to use a specialist recruiter because finance is such a specific sector. He said: “I looked into using FD Recruit because a specialist would allow access to a targeted pool of talent.”

The Search



The Recruitment Process

Speed was of the essence to find an Interim FD for Van Hage Garden Centres. This was explained to our recruiter, in addition to the person specification. True to the brief, within a couple of days, Jonathan had options to interview candidates straight away, all with very technically relevant experience.

He said: “FD Recruit really took the time to understand what we were looking for and what the sense of urgency was. The recruiter didn't present a whole bunch of unsuitable candidates that we had to sift through.”

“I was able to interview candidates very, very quickly via Microsoft Teams, which is now the way that we work in order make sure that we didn't miss out on what's really a very fast-moving market.”

Jonathan was then able to select three people suitable for interview. “It was clear the candidate that we hired was probably the right fit for us”, he said, “and was at the right time in the lifecycle of his contract. He was counteroffered by his then-current workplace, but FD Recruit communicated very well and helped in the process of persuading him to work for us.

“Everything worked out pretty well and we were able to have a couple of weeks handover as well, which was an added bonus. This was a particularly critical time for the business because it was our financial year-end.”

**Why
FD Recruit?**



Why FD Recruit?

Jonathan found the whole process very quick, easy and straightforward from start to finish.

He said: “The process worked very well. It was extremely simple to complete contractually and to set up for invoicing payment.

“So, I would say it was a very smooth process, and the recruiter was always easy to get hold of if I needed to ask any questions.

“Based on my positive experience, I wouldn't have any hesitation in recommending FD Recruit to other people. They managed the process right through to the end and maintained an extremely professional manner throughout.

“I would also highlight the great level of service, a great sense of urgency and quality of communication throughout the process. And, obviously, finding the right fit for our business very quickly.”



We'll help you find the perfect candidate

If you are looking for an exceptional Finance Director or CFO, please talk to us about your requirements.

EMAIL: enquiries@fdrecruit.co.uk

WEB: www.fdrecruit.co.uk