

# Operations Director



## Case Study: Operations Director Placement

**Client Background:** Our client, a growing business based in North Yorkshire, specialises in the sales, service, hire, and repair of industrial floor cleaning machines, operating both regionally and nationally. As a growing company, the client was focused on succession planning and required a candidate who could eventually step into a leadership role.

**The Challenge:** The client sought a candidate with the right attitude, drive, and loyalty to take on the critical role of Operations Director. This position was not just about filling a vacancy but about finding someone who could be a long-term asset, with the potential to eventually take over the leadership of the business. The importance of this role made it crucial to find a candidate who was not only skilled but also committed to the company's long-term success.

**Why the Armed Forces?** Ex-military personnel, particularly those who have served in leadership roles, bring a unique blend of discipline, strategic thinking, and commitment. Their experience in managing teams, resources, and operations under challenging conditions makes them highly suitable for senior roles in commercial enterprises, where loyalty and long-term commitment are valued.

**The Search and Selection:** Demob Job identified and shortlisted 15 candidates, all of whom had relevant military backgrounds and strong leadership experience. After a rigorous interview process, three standout candidates were introduced to the client. Following the client's own interview process, one candidate emerged as the ideal fit for the role.

- 15 candidates shortlisted by Demob Job
- 3 candidates interviewed by Demob Job
- 3 candidates introduced to the client
- 1 candidate interviewed by the client
- 1 candidate successfully placed

**The Successful Candidate:** Richard, who served a full career with the Royal Electrical and Mechanical Engineers within the British Army and achieved the rank of Warrant Officer 2, was successfully placed in the Operations Director role. His extensive leadership experience, combined with his technical expertise and strategic mindset, made him an exceptional match for the position.

“It was a pleasure working with Joanne, the entire process was seamless, from understanding our requirements to delivering candidates who were precisely aligned with what I was looking for. I'm pleased to say that Richard is not only settling in well but is quickly becoming an integral part of our team.”

**Company Director**

To find out more about how the Demob Job team can help you with your recruitment needs, call us on **0333 3445577**, email **enquiry@demobjob.co.uk** or visit **www.Demobjob.co.uk**