

Case Study



KINGSTON CONSULTING



The Challenge:

TO PROFILE, IDENTIFY AND RECRUIT A VP OF SALES FOR THE NORDICS IN TIGHT TIMESCALES



“KINGSTON’S SHORTLIST OF CANDIDATES WAS RAPID AND GAVE US EXCELLENT CHOICE”

Company Background

Software AG is a global leader in Business Process Excellence and has over 40 years of innovation including the invention of the first high-performance transactional database, Adabas; the first business process analysis platform, ARIS; and the first B2B server and SOA-based integration platform, webMethods.

Position Context

Software AG had been looking for a VP of Sales for the Nordics via their own network of contacts initially. Unsure that they had explored the market fully for this key hire they asked Kingston.

The Challenge

They needed someone with a strong track record in the Nordics and Enterprise Software; ideally

Middleware or BPM with good management skills and the ability to drive the region forward

Sourcing Methods

Kingston took a detailed briefing from Software AG, produced a job profile and briefing pack and started identifying potential candidates to approach.

The Result

Kingston Consulting utilised its excellent network of contacts in the Nordics and quickly profiled strong individuals in the region with the relevant experience from major competitors, approached and presented the value proposition and opportunity in detail. A strong shortlist was presented, and a 2 taken through the full process to one being successfully hired.

Testimonial

“Kingston Consulting were an absolute pleasure to work with and helped me secure a VP of Sales role in EMEA; they were extremely professional and really listened to my requirements.

They clearly have an excellent in-depth understanding of their client, the culture and ideal profile.

Their counsel during the interview process and final stages was invaluable. In my current position, as hiring needs arise, Kingston Consulting will be my first choice”

VP of Sales

The challenge in short

- Experience of BPM / Middleware
- Required in short timescale
- Finding someone with strong management skills, yet still hands-on

The solution in short

- Large network of candidates contacted within 72 hours
- Presented opportunity to key individuals within Software AG’s Competitors
- From briefing to offer – 6 weeks

