

A Rugged Search Challenge

Gary Saenger | Oct 23, 2019

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Good business news continues. We've seen a steady increase in search activity during the past 26 quarters. Relationships are vital to our success, and we're grateful for our relationship with you!

It's been another banner year for Saenger Associates - IRC USA.

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Our client's Head of Finance contacted us after we had developed a relationship networking about other Saenger searches. He recommended us to his parent company and the firm's owner.

The company has been in business for 30-plus years, manufacturing rugged embedded computer systems mainly for military and aerospace customers, including all the Primes.

Their GM was about to retire, and the company needed to replace him.

We had an introductory call with the new CEO and outgoing GM to discuss their needs and ensure we were compatible search partners.



We understood that our job was to find a global leader with an electrical engineering background, well-developed connections with current and future customers, and the ability to lead the company in a transformation, with the goal of growing the business two times or more.

Our client was very direct and unwavering about the perfect fit – leadership, culture and shared values, most of all.

We mainly targeted former candidates we knew had the background, experience and temperament to do the job.

The client interviewed only three candidates, with one finalist interviewing with the corporate executive team in Israel. The candidate developed and led a two-hour presentation about his strategy and approach to grow the USA business and develop better synergies and collaboration with the other divisions.

The successful candidate had been a CEO in a similar space and had a history of developing IP and growing revenue and profit. He was a former Saenger-placed candidate with whom we have kept in touch for more than 12 years. Our client found him to be a perfect match for the company's values, culture and goals.