

How an In Depth Passive
Search Secured Avire a
Successful Product Manager
After Two Years of Searching

SUCCESS AFTER TWO YEARS OF SEARCHING

THE COMPANY

The Challenge

Avire couldn't find the right product manager. They'd made multiple hires but none had worked out. To continue to innovate and improve products, they needed to find the right, long-term, employee.

The Outcome

Avire partnered with Solutions Driven to complete and in depth search. In eight weeks they had a successful candidate, who is still with the business, meeting targets and fulfilling all expectations.

Part of Halma PLC, a global group of life-saving technology companies, Avire delivers an extensive range of safety and communications products for lifts. Avire's products are installed in over four million buildings worldwide.

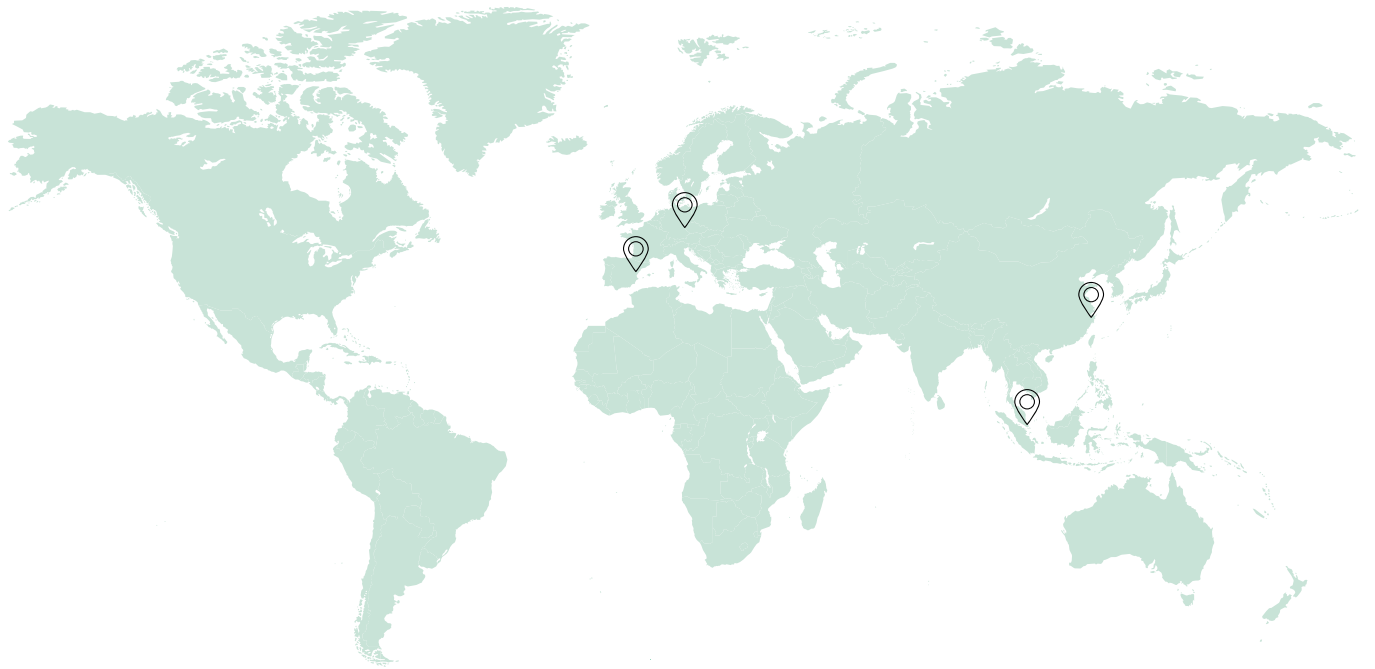
THE COMPANY

Manufacturing in:

Barcelona, Czech Republic
Shanghai and Singapore

Sales offices in:

14 locations globally



Products:



MICROKEY



E-MOTIVE



JANUS



MEMCO



TL JONES



RATH

About The Role

Product Manager reporting to Head of Product,
in charge of multiple projects.

THE ISSUE

Avire's Head of Product Aaron McGroarty had previously been a Product Manager and moved up to Head of Product. His role was now vacant, along with another previously vacant Product Manager role. Rather than having a full team, two positions were unfilled and Aaron was taking on a new challenge.

They'd had multiple employees come and go for these roles and none had worked out. Avire had also worked with various recruiters and tried to fill the role themselves but they still couldn't find the right person.

“

The previous candidates didn't work out. Here, you're in an environment where there's a big spotlight on you. You have a large product portfolio so you need to know your stuff and be on top of your game.

The people that came in previously just weren't quite there.



Aaron McGroarty,
Head of Product. Avire.

THE SOLUTION

Avire had previously used Solutions Driven's services to hire for critical sales roles and their EU Sales Director recommended us to Head of Product, Aaron.

Aaron met with the SD team and they kicked off the process with an in depth Scoping Call with Customer Project Lead, Leigh Murray. A "black belt recruiter" Leigh dug into the reasons why the previous hires hadn't worked out and did a deep dive into the job description and the markets that Avire had previously been searching in.

THE SOLUTION

“

We had been working with another recruitment company for around three months and the prospects were never quite right. The candidate pool had gone stale. It wasn't for a lack of trying, but we were seeing the same people come through from previous searches.

That method just wasn't working.



Aaron McGroarty,
Head of Product

Leigh tweaked the job spec and from the scoping call, created a Candidate Fit Scorecard. This helped ensure Avire and Solutions Driven were aligned throughout the process on what “success” looked like and to eliminate the previous issues that had blocked them getting the right person.

THE OUTCOME



Leigh came in and took a totally different approach. She went out and found candidates, rather than posting job ads. She came up with a few sample candidates who we really liked.

One candidate really stood out in terms of his portfolio and experience and how he matched up with the business. The spec that we provided was a really difficult one with a lot of areas to cover and perhaps a slightly low salary. But what we received was excellent.



Aaron McGroarty,
Head of Product

Because Solutions Driven's core competency is activating passive talent, the successful candidate was already in a role. There was also a recalibration in the middle of the hire as Aaron identified other factors that needed to come into play.

THE TIMELINE

Month 1 - Solutions Driven and Avire hold a kick-off call to discuss the role.

Month 1 - Role is put on hold until following month

Month 1 (cont) - Role resumed

Month 2 - Shortlist presented and interviews and aptitude tests commence

Month 3 - Successful candidate found, offered role, and accepts

From two years, various poor fits, and two recruitment companies, Avire now have a Product Manager who is performing successfully as part of their team.



At the end of the process I was very happy.
I would definitely recommend Solutions Driven
to colleagues or peers.



Aaron McGroarty,
Head of Product

Want to find out more
about how we can
grow your business?

We can help!

Book a free consultation 