

Finding a Project Manager
Lead For an Evolving Role
at MCS

1 OPEN ROLE,
1 CANDIDATE
PLACED,
RIGHT FIRST TIME

THE COMPANY

MCS Ltd offers root-cause failure analysis and product development support using materials science. They work in many sectors including electronics, aerospace, defence, oil & gas, medical, and automotive. Here, they help customers to understand the cause of failures (or identify product improvements) and implement appropriate solutions.



30+
employees



1
challenging role



7
markets



5
sectors

THE ROLE

MCS were looking to hire a new Project Manager Lead for their busy team. During Covid, they had naturally lost some employees, and a team member had recently left. This meant they had a gap for a new employee.

This was a key role for MCS. Their Project Manager Lead guides clients from one end of the process to the other, and recent changes gave them the opportunity to look for a slightly different candidate profile to their usual ones.

THE PROCESS

MCS's COO, Suzanne Costello had been in touch with Solutions Driven in the past. One of our senior team had contacted her as a candidate for another role:



One of your colleagues approached me and I had a really positive interaction. I got chatting and just liked the way you did things.



Suzanne Costello,
COO

So when MCS decided they needed to hire for a business critical role like this one, Suzanne suggested talking to Solutions Driven.

KICKING OFF

The Solutions Driven and MCS teams held an initial scoping call where we discussed what MCS's requirements were and got everyone aligned on ideal outcomes.

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From the word go, the interaction with the team was just what we were looking for. The team helped us articulate exactly what we do, which was important as it helped define exactly what we were looking for.



Suzanne Costello,
COO

The team then went off and searched for candidates. However, there was a bump in the road...

THE CHALLENGE

Although the Solutions Driven team had been sure they were aligned on the candidates that MCS needed, Suzanne and her colleagues weren't convinced by the presented shortlist.

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I wasn't quite there when I reviewed the candidates and I just couldn't see them aligning with what it was we were looking for.

Then I looked closer and thought, oh wait, I can see this person coming through. Interestingly, she was the person Solutions Driven had down as their number one candidate.

What I really appreciated was that no one just agreed with me, they challenged me in a positive way to understand where my concerns were and help me connect the dots.



Suzanne Costello,
COO

THE OUTCOME

That candidate Suzanne looked at who was our number 1 choice? MCS hired her for the Project Manager Lead role.



“I would definitely recommend Solutions Driven. You have made a real change to the way we think about recruiting - and that’s really important.”



Suzanne Costello,
COO



1
Open Role



1
Candidate



1
Role Placed,
Right First Time

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

We can help!

Book a free consultation 