



Case Study

Our client, a Multinational Port & Terminals Company, needed a Mandarin speaking Project Manager for a large river port construction project in the Democratic Republic of Congo.

Key Elements of the Process

- ▶ Finding a Mandarin speaker with African marine construction experience required global mapping and a precise and thorough approach from our Research Team.
- ▶ We had to be very clear with candidates about the harsh working environment to ensure each shortlisted candidate was committed to the project.
- ▶ Due to the tight time frame, our team approach ensured we were able to cover the required market quickly and efficiently.
- ▶ The successful candidate was Malaysian and had previously worked in North Africa.

The Situation

As the project was due to start in a matter of months, this was an extremely urgent and critical search, but was also a very tough set of criteria and also required an individual prepared to live and work in a very harsh environment.

Our Goal

We were tasked with finding a marine construction professional, with specific experience of project management of large ports as well as terminal construction. Previous Africa experience was essential and they also needed to be able to speak Mandarin since the contractors were a Chinese company.

Our Solution

Our In House Research Team mapped candidates across Africa, the Middle East, Europe, North and South America, Asia and Australasia. The long list reached 71 potential candidates after mapping, networking and referrals.

Results

The shortlist of five candidates all had the required marine construction expertise, African experience, and had varying levels of Mandarin proficiency. Following the client interview stages, an offer was made to one of the fluent speaking Mandarin candidates, which was accepted within seven weeks of the short list presentation.