



# Case Study

**A leading FMCG company in Nigeria was seeking a Head of Learning & Talent Management. This was a newly created role to work closely with the HR Director and required a Nigerian national.**

## Key Elements of the Process

- ▶ Through conversations and networking it became evident that very few companies had a structured Learning & Talent Management function within HR.
- ▶ Competency Based Interviewing was essential to distinguish candidates with proper Talent Management experience rather than just Recruitment.
- ▶ All 6 short listed candidates were Nigerian with relevant specialist experience from within large multinational companies.
- ▶ An appointment was made within three weeks.

## The Situation

Our client had recently hired a new and dynamic HR Director and subsequently required an experienced Head of Learning and Talent Management to set up and roll out the talent management program in Nigeria across all business divisions in the Group.

## Our Goal

The goal was to provide our client with a short list of experienced Nigerian HR professionals who had 5 - 10 years overall Human Resources experience to include a minimum of 3 years specialising in Learning and Development.

## Our Solution

Our Research Team compiled a list of target individuals, specifically focusing on those working within relevant FMCG and Telecoms organisations based in West Africa and Nigerians based internationally. Generalists were included if we understood they had a background in L&D.

## Results

68 candidates with the right HR specialist skills were identified and approached. 16 candidates were CV and Competency Based Interviewed. The Short List of 6 specialist L&D candidates were all Nigerians and an appointment was made within 3 weeks due to exceptional turnaround by the Client.