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## Recruitment & Onboarding

<b>Who:</b>	I have conducted recruitment campaigns for City firms, financial institutions and software organisations. The most recent project required 40 senior executives with specialist skills in business relationships, strategic planning, cybersecurity, technology innovation and portfolio management to be sourced.
<b>Critical Issue:</b>	The client undertook a significant IT enabled business transformation.
<b>Reasons:</b>	Their IT organisation faced critical skill deficiencies in strategic areas.
<b>Capabilities Required:</b>	New job descriptions were defined in terms of business needs and role accountabilities/competencies, key performance metrics, organisational placement and near-term deliverables. I scanned the marketplace including domestic and international competitors. Candidates were interviewed, selected and enticed to join the client organisation with innovative benefits and competitive packages.
<b>What I provided:</b>	A comprehensive 'onboarding' programme was designed and delivered to successfully integrate all new employees into the organisation as quickly as possible. I also facilitated the introduction of a Centre of Excellence (CoE) to leverage skills, strengthen operational performance and decision accountabilities.
<b>Results:</b>	Implementation focused on five strategic areas - Strategic Planning, Architecture and Technology Management, Cyber Security, Project Management and Smart Manufacturing.
<b>Benefits:</b>	The campaign and CoE concept proved a highly effective and efficient way to entice and integrate the new recruits into the organisation.