



CASE STUDY: DESIGN ORGANISATION

Client: P21 G + J organisation in Southern Europe

Problem: Attracting experienced talent & increasing scope of modifications

Qualification Call:

- In-depth discussion with the hiring manager to understand organizational challenges and the specific skills required
- **Gained insight into the wider business context and geographic advantages** to tailor candidate attraction and positioning

Targeted Search:

- Leveraged our exclusive network to identify specialized candidates with technical expertise and business development potential

Rapid Placement:

- Shortlisted and presented an avionics expert **within 5 hours** of the meeting
- Candidate interviewed the following day
- **Permanent contract signed the same day**

Candidate Impact:

- 30+ years of avionics experience
- Passion for business development
- Expanded modification capabilities and delivered multiple new projects

Outcome:

- Fast, strategic talent acquisition
- Strengthened organizational capabilities and project portfolio
- Long-term partnership, supporting multiple senior hires, including:
 - Structural CVE
 - Cabin Interior CVE
 - Head of Independent System Monitoring (Form 4 holder)