

Client Case Study

Stewart-Buchanan Gauges





“The recruitment process was ideal and found us the perfect candidate.”

Lynne Kelman, Director of HR & Finance at Stewart-Buchanan Gauges



Supporting Stewart-Buchanan Gauges, a fellow employee-owned business, with a number of business-critical appointments

1870 Stewart-Buchanan Gauges (SBG) established.

A long-established manufacturing business. Placing the customer at the heart of everything they do has allowed them to develop and maintain a strong reputation for quality products delivered on time.

2011 As a company, SBG has remained true to its core belief of dealing with its customers and workforce openly and fairly. It is one of the reasons they became employee-owned in December 2011.

2022 Livingston James / SBG partnership began with the impending retirement of their Managing Director, who had worked for the business for over 40 years. This would be a significant change for the business, therefore SBG needed to appoint a recruitment partner who understood, and shared, their values of quality, reliability, accuracy, innovation, and customer satisfaction.

Context



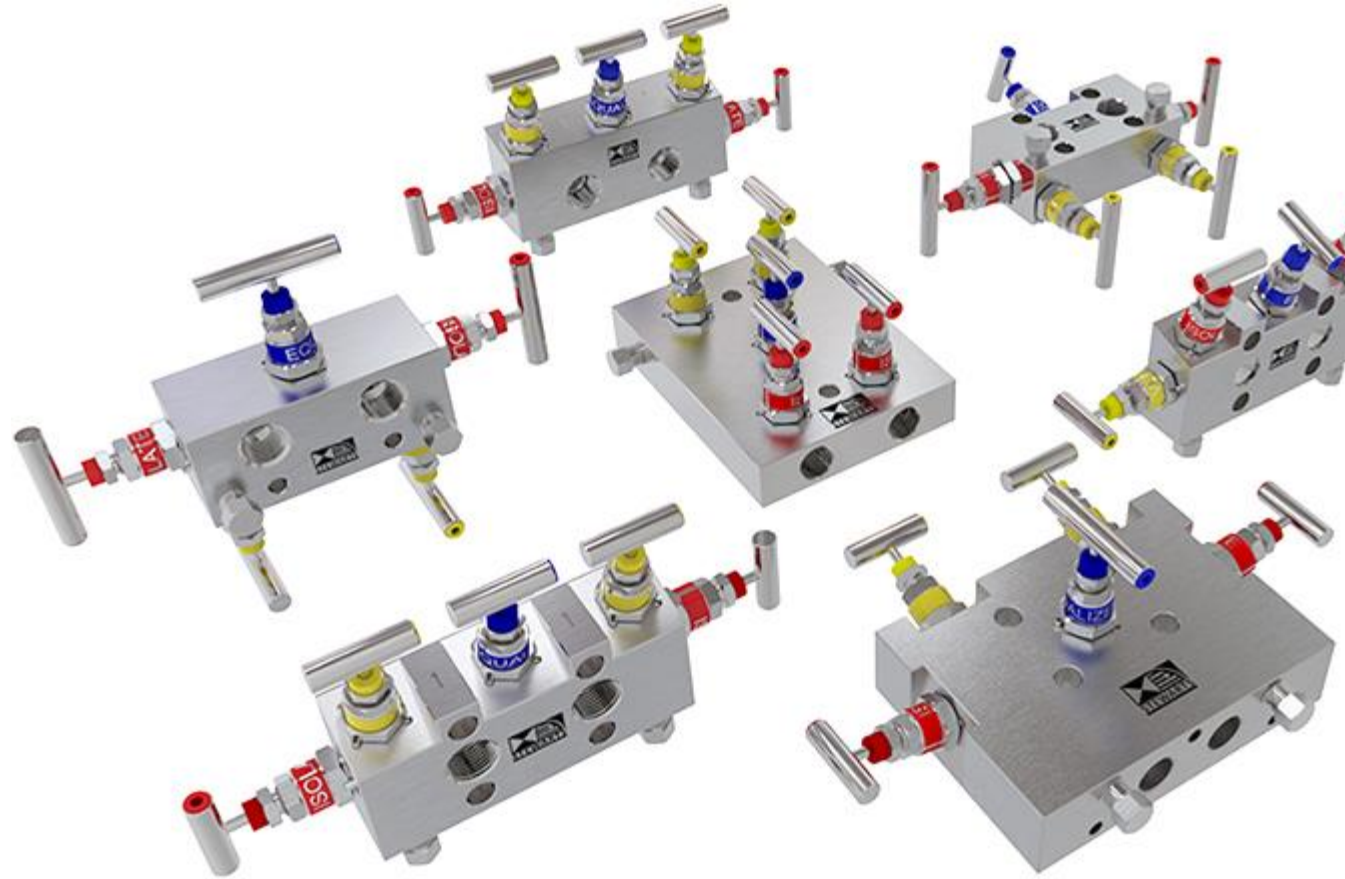
We initially placed significant importance on quantifying both the future and strategic impact of the Managing Director role with our impact-focused approach which ensures that the entire recruitment process, including both the candidate attraction and assessment activities, was reverse-engineered from the key strategic measures of future success.

Through our earlier discussions, it became apparent very quickly that the new Managing Director would need to smoothly integrate into the organisational culture and feel equally invested in the business mission. We therefore ensured that both cultural alignment and technical competency were given equal consideration in the assessment and selection process.

Context

Highlighting that SBG had a great story to take to market, we focused on enriching the SBG brand through market positioning, impactful collateral, and demonstrating the value of joining an employee-owned business. During initial discussions, a number of candidates highlighted that the role's main attraction was the opportunity to work for an employee-owned business that had a strong reputation for high-quality products.

Having presented a shortlist of appropriately qualified candidates, we designed the final assessment process, including both a presentation topic and interview questions, and also participated in final panel interviews.



As their recruitment partner, we were focused on supporting SBG through the entire recruitment process and were on hand to provide advice and counsel as required.

Impact

Our tailored end-to-end solution allowed SBG to appoint Derek Rae into the role of Managing Director. Derek not only brought the required technical expertise, but he also emulated SBG's philosophy and values, as well as having a "stay one step ahead" mentality that has allowed him to bring fresh and innovative approaches to SBG.

"Excellent communication from initial approach and throughout the process with regular and quick feedback provided at all stages. Cannot speak highly enough of Livingston James throughout the process."

Derek Rae, candidate appointed as Stewart-Buchanan Gauges' Managing Director

Impact



Following the successful appointment of SBG's Managing Director, and based on positive feedback received from client and candidate alike, Livingston James has subsequently supported SBG with the recruitment of a new IT Manager and Sales Director. With synergies with the previous MD recruitment process, both roles were replacing long-standing staff members who were due to retire.

SBG's new Head of IT joined in June 2023, and has already had a positive impact having successfully modernised their infrastructure and leading a number of critical digital transformation initiatives. A key focus of this role has been cyber resilience, ensuring SBG puts strategies and practises in place to protect the organisation, its employees, and its customers. The development of the IT function has transformed it from being viewed as a cost centre to being recognised as an essential value-adding partner, with further key projects in the pipeline such as a new ERP implementation in the coming months.

Whilst SBG's new Sales Director has only been in the post since December 2023, they have already undertaken a comprehensive review of the sales function, incorporating internal and external sales staff. They have also met with SBG's key overseas distributors and started the development of a new sales strategy that will underpin the continued sustainability and ongoing growth and development of SBG.



Our purpose is to advise and support people and organisations to realise their potential so that together we can impact lives and communities for the better.

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