



CLIFTON HILL ASSOCIATES



## Case Study

Non-Executive Director

Confidential:

(Metals & Mining, Africa)

## Board Director

Client: Confidential (Metals & Mining, Africa)

Role: Non-Executive Director

Location: United Kingdom

Time to shortlist: 7 weeks

# Confidential

### Challenge

CHA was tasked with finding a Non-Executive Director with audit experience to join the Board.

At the time of the assignment, our client had an all-male Board of Directors. Given the increased focus and scrutiny of stakeholders around the governance of listed companies, diversity on boards has been widely recognised as an imperative business need.

Several studies undertaken over the past decades highlight the benefits of a diverse board. According to the report "Mining for Talent" produced in 2015 by Women in Mining (UK) in collaboration with PWC, diverse boards perform better across several metrics - including financial performance, sustainability, and risk management.

Having reviewed our client's Board of Directors, it was clear they required a NED with audit experience, and to introduce a new perspective through diversification from the all-male board. The challenge for CHA was to find suitable candidates with extensive experience and tenacity.

### Solution

CHA launched a focused search across a wide range of industries, though what proved most valuable in this search was our established network and the referrals received through that network.

After a combination of interviews with CHA, looking both at competence and cultural fit, shortlisted candidates also undertook a psychometric assessment.

It took 7 weeks to shortlist for this search, and 4 months between shortlist and placement of the successful candidate.

## What was key to the successful placement?

It was key for CHA to know and fully understand both the current Board – both in terms of Board dynamics, as well as competencies. It would have been difficult to place a candidate successfully in this role without having sufficient consideration for the way the Board prefers to operate and how decisions are made.

Taking the time to fully understand our clients' and their needs allows CHA to take an informed but objective view, giving our consultants the ability to offer advice and insight – and to ensure the candidates we put forward are the most suited. We believe this adds a great deal of value to the hiring process.



CLIFTON HILL ASSOCIATES

15 Stratton Street,  
London, W1J 8LQ,  
United Kingdom

+44 (0) 20 7078 9606

info@clifton-hill.com  
[www.cliftonhillassociates.com](http://www.cliftonhillassociates.com)