

General Manager

Location: *Spain*

Sector: *Manufacturing*

Part of a large international group the company is involved in packaged equipment supply, capital projects and chemical distribution. The division has a business in Spain, employing around 70, that both manufactures products for the European market and supplies Group products within the Spanish market.

A General Manager was required to manage all activities in the business including commercial, technical and production, providing leadership to ensure all strategic, operational and commercial goals were met. Ideally a Spanish national, the General Manager needed to be an accomplished all-rounder from within their sector, with a track record of managing a small multi-site and multi-discipline operation with an emphasis on sales and business development. They would need excellent commercial skills, being able to develop good relationships with key customers and suppliers, as well as being familiar with the Spanish business environment and working with government, autonomous communities and local municipalities.

A search of suppliers to the sector in Spain took place and a number of experienced candidates were found. One of the issues in Spain is location; as this was based in the Barcelona region it would be difficult for candidates from Madrid, for example, in terms of both location and 'cultural' acceptance.

The client met five candidates in total from their sector choosing an individual who had managed a similar sized organisation for the past ten years. We helped define the salary package required to attract the candidate and also gave advice on local contract conditions and employment issues.

