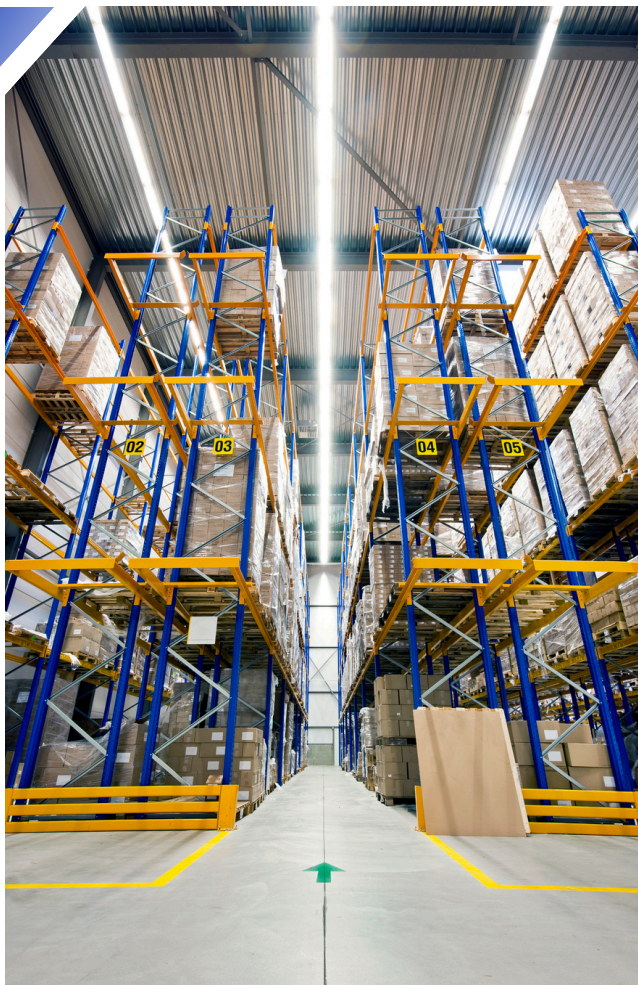


# Operations Director

Retained Search for a Heritage Natural Healthcare Brand



# Operations Director



## Challenge

A heritage natural healthcare brand planning to double in size by 2028 needed to replace its departing Operations Director, with supply chain changes already planned.

### Time Pressure



With a three-month notice period to allow for, the search had to move quickly to have a leader in place for the planned changes.

### Seniority and Breadth



A leadership team role with two thirds of the organisation reporting in, across in-house and CDMO manufacturing.

### Solution



We mapped the regulated manufacturing market and assessed candidates against the CEO's priorities to build a targeted shortlist.

## Results

- ☒ 105 Suitable Candidates Identified
- ☒ 40 Screening Calls
- ☒ 11 Competency-Based Interviews
- ☒ 6 Candidates Shortlisted with Client
- ☒ 4 Candidates to Final Round Interview
- ☒ 1 Successful Appointment

## Outcome

Offer accepted within ten weeks. The CEO could have appointed any of the top three passive candidates, and the new Operations Director joined in September after a three-month notice period.

## Team Expertise

**Tracey Harris**  
Director



Tracey Harris founded Harris Lord in 1997 and brings over 30 years' experience in search and recruitment.

She leads every client relationship personally, from the first conversation through to appointment, and works with you to build a clear hiring strategy around your business goals.

Her approach is honest and consultative. She takes the time to understand what you want, what the business needs and where the risks sit, then gives straightforward advice on the right hiring route, whether that is a retained search, an exclusive project or a different solution altogether.

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## Contact Us



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