



## Executive Search Case Study: Finance Director

### THE CLIENT

McCain Foods is a Canadian multi-national privately owned company and is the world's largest producer of French fries and other oven ready frozen products.

McCain has 17,000 employees and 50 production facilities across 6 six continents.

### THE CHALLENGE

New Street was retained by McCain Foods to source a new Finance Director onto the GB board following the retirement of the previous incumbent.

Based in Scarborough, the Finance Director plays a pivotal role within the UK leadership team as guardian of the company's wealth providing leadership to the company's finance function.

McCain has a strategy to double its business by 2016, our challenge was to source an entrepreneurial Finance Director with the technical skills, leadership ability and cultural fit to form a critical part of the GB Board.

### THE SOLUTION

Following the design of a UK wide search strategy

our in-house research function produced a comprehensive map of the candidate universe including competitor organisations, process manufacturing and food service companies.

Candidates were considered at Finance Director and Chief Financial Officer level and following a proactive research exercise our lead Consultant conducted ten structured, competency based interviews and candidate testing to produce a shortlist of four candidates.

### THE RESULT

New Street delivered the mandate by introducing a highly commercial Finance Director from a competitor food business who was not only an excellent cultural fit to the Board but possesses the right blend of vision, energy and entrepreneurial flair to aid the delivery of the ambitious growth strategy.



**Andrew McIntee,**  
Managing Partner

Andrew is Managing Partner of New Street and a founder Director of New Street Group, having joined Interim Partners as a Director in January 2005.

Andrew leads a team of experienced executive search professionals and is responsible for driving the growth strategy of the business and works with our clients ensuring the highest levels of quality and customer service.

### Get in touch

✉ [amcintee@newstreet.co.uk](mailto:amcintee@newstreet.co.uk)  
☎ +44 (0)20 7842 5880  
☎ +44 (0) 7811 352360

*New Street offers market leading, results focused Executive Search and Talent Consulting services – all underpinned by our experienced in house research function and proven methodology.*

*We help manage organisational risk through leadership succession planning, improving management bench strength, increasing diversity on management and supervisory boards and by proactively seeking scarce skill sets.*