



Searching for a Chief Compliance Officer?

YOU NEED A SPECIALIZED SEARCH FIRM.

As state and federal regulations continue to present challenges to consumer products manufacturers, creating compliance teams that contribute at the highest levels of these organizations is critical. Chief Compliance Officers are more common in Corporate America today – but difficult to find because of the high demand and lack of experienced incumbents. The answer? The expertise of a search firm with deep experience and knowledge of compliance.

The Situation

We decided from the outset to focus on finding a recruiter that specialized in compliance talent, because it's an emerging field and we felt we'd be best served by someone who concentrated on this field.

VP, HUMAN RESOURCES

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The U.S. CPG industry has historically faced significant scrutiny from multiple sources. As a consumer food product, the FDA enforces HACCP food safety regulations; as an employer of people performing hazardous work, OSHA requires safety measures in processing plants across the U.S.; as a business sourcing globally, the industry is watched by multiple relevant government agencies; and the reputational risk vis-à-vis the consumer may be the biggest issues for consumer products companies like this one. It's against this backdrop that, in 2016, a client in this industry decided that they needed to elevate compliance to a C-level position to signal its seriousness about getting in front of the risks they face.

Because compliance is an emerging field with limited experienced incumbents as candidates, and because this was a new position for the client, the company's staff recruitment manager was given the responsibility of identifying, evaluating, and recommending potential search consultant firms with demonstrated expertise in compliance, and that were a fit with the company's culture and management.

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The Decision

Why BarkerGilmore? During initial conversations with the client, BarkerGilmore gathered information and formed insights critical to the process of developing the right candidate profile. As this was a new role in this organization the position requirements and candidate skills had not yet been determined, and the client sought BarkerGilmore's expertise in compliance and guidance in defining the role. The focused approach and knowledge gave the company confidence that BarkerGilmore was uniquely able to deliver quality candidates, and a partnership was formed.

The choice of BarkerGilmore was based largely on qualitative measures. While quantitative measures, like percent of placed candidates still in their roles after three years, are meaningful, they were secondary to the more compelling evidence of BarkerGilmore's unparalleled expertise in compliance, and a proprietary process that precisely aligns candidates with the company's needs.

BarkerGilmore's Approach

BarkerGilmore's CustomFitSM recruiting process includes an in-depth evaluation of top contenders' behavioral traits, skill sets, leadership abilities and culture fit for the job. This means BarkerGilmore's clients interview only candidates who are:

- Uniquely qualified for the position and fully capable of executing its requirements
- Interested in the position, the company and the location
- Culturally aligned with and exhibit the right personality and EQ for the role
- Matched with the long-term view of the evolution of the position
- Compatible with the executive team and the way in which the role fits within it

The Result

Superior Candidates. By conducting the search using the CustomFitSM recruiting process and a deep knowledge base of compliance, BarkerGilmore provided a shortlist of only candidates who precisely aligned with the company and its CCO role. Each was well qualified and vetted for location, compensation and other dimensions of the position. The client was impressed with the caliber of candidates, and had multiple from which to choose.

BarkerGilmore was instrumental in helping us close our top candidate; their insights, their access to quality talent, and their focus made this a great experience. We value their team's genuine and unrelenting commitment to keeping promises and to delivering a very high level of quality in all that they do.

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Candidates presented: 6

Candidate chosen:

Corporate Compliance Attorney from a Fortune 100 company with previous experience as Supervisory Special Agent, Chief Division Counsel at the Federal Bureau of Investigations

Length of search: 95 days

BarkerGilmore is a leading boutique executive search firm focused exclusively on building In-House Legal and Compliance departments from the top down. We offer our clients highly specialized expertise and knowledge, unrivaled access to the best candidates nationwide, a concierge service mentality, and a customized value proposition worth investigating.

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