

Case Study

How we helped Vertex hire the right Engineering Site Manager first time.



Ryan Newton

07708 875087

ryan@invictus-group.co.uk

FM & Engineering Management

Background

The client needed to appoint an Engineering Manager. Someone who not only had the technical expertise, but also the leadership skills and attitude to build trust and manage their client relationships effectively. This was a pivotal hire, requiring precision to ensure the right person was selected without lengthy delays or wasted interviews.

The InVictus Solution

At InVictus, we took the time to fully understand the client's challenges, culture, and long-term goals before beginning the search. Rather than relying on volume, we carried out a targeted headhunt to identify professionals who aligned perfectly with both the technical demands of the role and the leadership qualities required.

From this process, one standout candidate emerged. Confident in the fit, we presented just this single candidate rather than a stack of CVs. This meant the client avoided unnecessary interviews and time-consuming shortlisting because the focus was only on the right person from the outset.

The Outcome

The client was delighted with the outcome: the candidate was interviewed, offered, and successfully placed into the role.

The precision-led process saved the client time, reduced recruitment effort, and delivered the perfect hire at the first attempt.



Breaking it Down

- ✓ Took time to fully understand the client's challenges, culture, and long-term goals
- ✓ Carried out a targeted headhunt focused on both technical expertise and leadership skills
- ✓ Identified one standout candidate who matched the brief exactly
- ✓ Presented a single, well-qualified candidate rather than multiple CVs
- ✓ Streamlined the process by avoiding unnecessary interviews and shortlisting

Ready for your success story?

Our Engineering Management & FM vertical helps clients drive operational excellence across their assets. We tailor recruitment to your technical needs and business priorities, delivering talent that enhances performance, ensures compliance, and supports objectives across sectors from commercial to healthcare, education, and public services.

[Explore our solutions >](#)

Results



CV-to-Interview Ratio: 1:1

Only one candidate was submitted, interviewed, and successfully hired



Interview-to-Placement Ratio: 100%

The first candidate secured the role



Time to Fill Reduced Significantly

Time-to-fill saved the client weeks of recruitment time

Testimonial

InVictus Recruitment provided an exceptional service in helping us secure an Engineering Manager. They understood our requirements completely, presented a candidate who was the perfect fit first time, and saved us significant time in the process. Their consultative approach and industry expertise made the whole process seamless and highly effective.

Deputy Operations Director | Vertex Services Group