

The background of the slide features a complex, abstract molecular structure rendered in glowing blue lines and hexagonal shapes. The structure is composed of interconnected hexagons and smaller polygons, with some vertices highlighted by bright blue light points. The overall effect is a futuristic, scientific aesthetic.

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– Case Study

Company Background

RegTech – KYC Solutions

- Tectivo recently worked with a UK based compliance business that provides cloud based due diligence and investigation solutions to the financial services, insurance and gaming sectors.
- Our client has around 40 employees and has been steadily growing over the last few years but had not made the significant jump the owners had expected.



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Challenges Faced Our Client



Our client came to us having recently parted ways with their CCO. They had recently launched a new innovative compliance product but had not seen the revenue growth they had hoped.

There was a feeling from the CEO and board that the sales team was underperforming and needed a fresh leader to help galvanise them.

They asked us to go market to find them a CCO that could shake things up, lead the business through some of its larger deals and really get the best out of the current team or move them on.

They needed a RegTech specialist with a background in delivering revenue growth and developing a strong sales culture.

They asked us to complete a wide and thorough search across the UK with an emphasis on finding candidates with the right personality that they hoped would lead to success.

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What Did We Do?

- We took a comprehensive person specification, including identifying why the role and company would appeal to somebody.
- We also asked the CEO and key board members to complete a job profile (psychometric) so we could quantify the personality traits they were looking for.
- We mapped the market and found companies of a similar profile or slightly bigger. In total we had about 100 people on our target list.
- We then started our headhunt approach calls, pitching the opportunity to candidates and taking them through a meticulous selection process outlined by our client.



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- Our approach stage was successful and saw us have around 10 viable candidates. Through our own competency interviewing and psychometrics, we narrowed this down to the strongest four.
- Our client was delighted with the shortlist and the interviews that took place. They felt we were able to truly capture what they were looking for, whilst still giving them a choice and different options.
- Our client took two candidates to final stage to meet with the owners. Thankfully, the owners and executive team were on the same page and were able to make an offer to the candidate they wanted.
- 12 months on, the business has really seen an uptick in revenue and were complimentary of our process to find them the right person.

The Outcome

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CONTACT US:



+44 20 3362 9442



INFO@TECTIVO.IO



TECTIVO.IO