

Gibraltar's public service broadcaster (GBC), needed to hire a replacement Chief Engineering Technology Officer (CETO); but were challenged by the lack of available candidates locally, leading them to partner with Caspian One in our 'Search' capacity.

Caspian One case study, featuring quotes from Gibraltar Broadcasting Corporation's CEO, Gerard Teuma - June, 2021

Introductions

Further to a recommendation from a mutual connection, Gerard Teuma (CEO of GBC) - engaged with Caspian One's Search & Selection service, using our networks and methodologies to identify candidates from the international broadcast ecosystem.

"Although recognising that the services of a recruitment agency was the obvious solution, deciding on this recommendation was difficult due to our limited budgets. Being a public service broadcaster, budgets are compiled to strict guidelines in advance, for which the payment of commission requires savings elsewhere. However, because of the limitations on skills locally, it was a necessity to go down the agency route, which as it happens, turned out to be the correct way forward, as we identified the perfect candidate".



Action taken

Caspian One worked with GBC to define their requirements for the role - as aligned with technical needs, company culture and local community expectations.

Beyond the complexities of locating candidates with end-to-end broadcast chain experience (alongside knowledge of traditional, current and forthcoming technologies), this hiring project was also challenged by:

- COVID-19 restrictions,
- finding candidates interested in a Gibraltar-based position and relocation,
- budget, salary restrictions and delays in the process

"Lee was very engaging from the beginning. He asked all the right questions. For him it must have been difficult too given his lack of familiarity of GBC. He doesn't know how we operate or the local culture, which is different to that in mainland UK."

"Lee had to learn all of this, but he took copious notes during the three or four sessions with him, the HR Manager, the outgoing Chief Engineering & Technology Officer and myself. Lee simply focused on the specification of the person who we wanted, and then proceeded to work on the challenge"

"The process was slightly different to our usual recruitment procedures, which are not normally as forensic when homing in on exact requirements. It has all been a positive experience for us too, as it assisted us shape future recruitments!"

Despite exceptional complexities associated with this hire, Caspian One were able to handpick a collection of eleven pre-qualified candidates who were presented to GBC, with consistent communication maintained throughout interviewing stages.

"Lee dug deep, utilised his contacts and then presented candidates to us. Our sift resulted in many being progressed to interview stages, after which Lee went back and did another tour, returning with another set of names; of which we've selected a person who's been employed."

"There was always the seeking of feedback. Lee wanted to know how we were dealing with candidates, if we were happy or not with what he was doing and coming up with, and the reasons why we were discarding people - so that he didn't select people of that nature again."

Conclusion

In conclusion, GBC selected to hire a CETO after Caspian One satisfied the expectations and requirements of GBC's CEO, HR Manager, and the outgoing Chief Engineer.

Co-ordinated process, support and updates leading up to the appointment, relocation, assignment starting, still in touch 6 months later.

Further aftercare was then provided by Caspian One post-selection, in relation to preparing the candidate before the start date and obtaining client feedback.

"So, having done all the interviews we got to the end of the road with a job offer. Subsequent to that we've had possibly two or three more conversations with Lee. Post recruitment he knew exactly what we wanted from the candidate before his arrival - and at the very end I had yet another conversation with him, wrapping it all up."

"The engagement with Lee has been fantastic, he's engaged with me a lot more than I thought he was going to, which is very positive". So, very happy with Caspian One - I can't fault it at all!"