



Case Study

Sector: Infrastructure



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Excellent communication throughout the process, ensuring both the employer and potential candidate can engage productively and make the right decision.

Fantastic attention to the details all the way through to the end of the process and beyond.

-European Managing Director

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The Client

Black & Veatch stands as a global leader in engineering, consulting, construction, and operations, specialising in Energy, Water, Telecommunications, Management Consulting, and Federal Markets.

With over 100 offices worldwide and revenues exceeding \$3.3 billion, Black & Veatch consistently ranks as the top design firm in both power and telecommunications and in the Top 10 for Water.

Forbes recognises the company as one of the largest privately-owned businesses in the United States.





The Challenge

Holmes Noble collaborated with the Black & Veatch Leadership Team to address a senior-level vacancy resulting from the recent retirement of an Executive Director.

This position presented challenges, as the tendering process for the 5-year Asset Management Plan would be closed before the successful candidate's start date, potentially making the role less attractive to potential candidates.

For this reason, it was especially crucial to effectively convey the role's appeal and the organisation's value as a destination employer.

Black & Veatch considered multiple executive search firms and selected Holmes Noble for their expert knowledge, comprehensive recruitment methodology, strong reputation, and commercial guarantees.

What did we do?

Holmes Noble's specialist energy and infrastructure team crafted a detailed brief for the role, including a target list and specific timelines for delivering the candidate shortlist. The tailored recruitment solution chosen was a project-based search and head-hunting approach. With a six-week deadline for shortlisting, the project posed several challenges for Holmes Noble.

The brief required candidates with niche water expertise, senior leadership experience with significant P&L responsibility, and a reputation as an industry figurehead with extensive C-level relationships. These criteria heightened the search difficulty and limited the talent pool. The need to attract talented individuals from secure positions with their current employers during a period of economic uncertainty compounded the challenge.






What were the results?

Despite these challenges, Holmes Noble's energy and infrastructure team delivered a high-quality shortlist within the agreed timeframe. From a longlist of twenty executives in the water industry, six candidates were interviewed. Five advanced to the second interview, and three reached the final round, culminating in a successful appointment. With multiple high-calibre candidates to choose from, Black & Veatch's decision-makers selected an outstanding individual who accepted the role. The successful candidate came from one of their main U.S. competitors, a significant factor for the American-led organisation.

By utilising Holmes Noble for this critical recruitment, Black & Veatch benefited from Holmes Noble's proven track record and strong network within the infrastructure market, gaining cost-effective access to game-changing talent within tight deadlines.

Holmes Noble's specialist team understood the organisational culture and the specific technical and leadership requirements of the role, saving valuable time for the hiring team.

The background of the slide is a dark, high-contrast image of a city skyline at night. The city lights are visible, particularly on the left and right sides. Overlaid on this is a network of white dots connected by thin white lines, resembling a digital or social network. The dots are of varying sizes and are scattered across the frame, with a higher concentration in the upper and lower portions. The overall aesthetic is modern and tech-oriented.

“Companies seeking to find the right fit of senior professional candidates into their business would do well to speak with Holmes Noble. Excellent communication throughout the process ensuring both the employer and potential candidate can engage productively and make the right decision. Fantastic attention to the details all the way through to the end of the process and beyond.”

-European Managing Director

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