

Permanent Search

Procurement · Supply Chain · Operations

Decision confidence — from Search to Performance

Critical leadership appointments deserve more than access to candidates.

Frank Godbersen & Partners conducts specialist Search assignments across **Procurement, Supply Chain and Operations**, combining systematic market coverage, rigorous assessment and commitment beyond the appointment.

Particularly relevant for manufacturing and industrial companies.

When Search makes sense

- **Critical permanent appointment**
The role has significant long-term impact on business performance.
 - **Limited candidate market**
The strongest candidates are unlikely to be actively looking and need to be identified and approached directly.
 - **Confidential replacement**
The appointment requires discretion and controlled market communication.
 - **Decision quality matters**
The cost and operational impact of a wrong appointment justify a rigorous process.
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Specialist Search

We work within one leadership market:

Procurement · Supply Chain · Operations

This gives FG&P deeper market knowledge, stronger relationships and a more relevant basis for identifying and assessing candidates.

We look beyond titles and CVs to understand evidence from **comparable roles, business environments and challenges**.

Permanent Search

Procurement · Supply Chain · Operations

A rigorous process

01 Define & Search

We define the business context, role and success criteria and systematically map the relevant market.

02 Assess & Select

Candidates are evaluated through structured interviews, track record, motivation and fit with the agreed criteria.

03 Validate & Appoint

A focused shortlist is presented, followed by client interviews, professional references and support through the final appointment.

Beyond the appointment

Our responsibility does not end when the candidate signs.

FG&P remains involved through:

Onboarding

Structured support during the first months.

Follow-up

Regular dialogue with both client and candidate.

Early performance

Expectations, integration and emerging issues are addressed early.

Guarantee

12–18 month replacement guarantee, depending on the agreed solution.

Fixed fee. Clear commitment.

Our fee is agreed as a fixed amount, independent of the successful candidate's final compensation package.

Payment is distributed across agreed milestones reflecting FG&P's involvement from Search through appointment, onboarding and follow-up.

Interim now. Permanent when ready.

A sudden leadership gap does not always allow time for a rigorous permanent Search.

FG&P can provide experienced Interim Leadership immediately and conduct the Permanent Search in parallel — or when the organisation is ready.

Planning an important leadership appointment?

Tell me about the role, the business situation and what success should look like.

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