

Case Study

Strategic Recruitment Partnership with Executive Integrity and NautilusLog



NautilusLog

NautilusLog is a cutting-edge German Maritime Software start-up. Their digital solutions improve operational capabilities throughout the lifecycle of maritime assets at sea and on land. For their product to truly develop, they needed a vital and specialised Product Owner to work closely with developers and customers. Understanding the real advantages of a tailored global recruitment strategy, NautilusLog sought a strategic partnership with Executive Integrity on a crucial recruitment project. With a shared commitment to excellence, NautilusLog and Executive Integrity collaborated to find the perfect candidate for this niche role.

NautilusLog's Hiring Challenges

NautilusLog's exciting rapid growth led to their need for a talented Product Owner, whose vital role could bridge the gap between developers and customers, facilitating seamless product development, user satisfaction and increased revenue.

NautilusLog recognised their product's growth hinged on the placement of a dedicated professional who could oversee the product's evolution from a technical and customer-oriented perspective.

They faced a unique challenge, due to a niche talent pool for a Product Owner role within the maritime industry. The hiring strategy necessary for success would need to be highly specified.

Finding someone with the right blend of technical skills and maritime domain knowledge proved to be a significant hurdle. NautilusLog lacked the internal resources and network range for a project that required a thorough search process.

We have used Executive Integrity and specifically Adam for a number of key hire placements which we previously struggled to recruit for over a number of months. From the initial stages, Adam fully grasped our company culture, team dynamics, and the specific demands and importance of the Product Owner role. He was, at all times, very efficient with great communication, understanding and trust, with a focus on aligning candidate qualities with our organisational values and needs.

Liam Phelan, COO
NautilusLog

The Hiring Manager



Liam Phelan
Chief Operations Officer
NautilusLog

Liam is the COO at NautilusLog, and previously their Director Of Business Development. With a successful track record working in the Legal, Financial and Digital Maritime industry, he is responsible for seamless business growth and optimising operations.

Year founded

2017

Industry

Marine Transportation

Entity

NautilusLog

Headcount

+50

Challenge Summary

Nautilus Log's rapid growth demanded a Product Owner to oversee its evolution from from a technical and customer perspective. However, they faced a niche talent pool in the maritime industry, with little talent available with both technical skills and maritime domain knowledge. They lacked the internal resources and network range for such a specified search.

Solution Summary

Executive Integrity overcame NautilusLog's challenges with a comprehensive and specified strategy, successfully located a professional within Hamburg with crucial transferable skills to quickly adapt to the maritime industry. The selected candidate, Sebastian Dahlen, brought the ability to handle stakeholders and delve into technical product details.

Executive Integrity's placement has revitalised NautilusLog's product development, elevating team efficiency and interplay.

Industry experts with integrity - true recruitment partnership

Executive Integrity conducted a detailed assessment of NautilusLog to understand their hiring goals, company culture, and long-term growth aspirations. In these core assessments, we reviewed the niche requirements expected for the Product Owner position, respecting NautilusLog's mission, vision and values.

With a picture of the perfect candidate, we devised and embarked on a highly specified and comprehensive recruitment strategy. Realising the potential talent close to home, Executive Integrity conducted a thorough market mapping of the local talent pool within Hamburg, where the job was located. This would eliminate the need to potentially persuade another candidate to relocate within or into Germany, leading to a more efficient hiring process.

Sourcing talent with proven product management competencies partnered with critical maritime industry experience proved a significant challenge. With extensive Maritime expertise, we locked in the transferable skills and character traits that exemplified a candidate who would quickly adapt to the maritime market. Doubling down on this criteria, Executive Integrity adapted the headhunting strategy further by searching within other industries.

Additionally, we utilised our expansive global network to target talent with a demonstrated ability to handle stakeholders and delve into technical product details. With talented individuals identified, Executive Integrity ensured a positive candidate experience, with guidance from screening, interview and beyond, and never failing to call and update eager candidates on the process.

We promptly presented Liam Phelan, COO of NautilusLog, with a tailored shortlist of potential candidates for ease of efficient evaluation. This personalised approach resulted in NautilusLog securing their specialised Product Owner, but also a professional for seamless integration into the company.

Candidate Spotlight

Sebastian's seamless integration as NautilusLog's Product Owner has already left a lasting impact. His ingenious innovation, skilled handling of stakeholders, and mastery of agile methodologies have not only revitalised their product development but also elevated team efficiency and interplay.

Sebastian's exceptional capacity to envision comprehensive strategies while upholding meticulous attention to detail has reinvigorated the team's collective sense of direction and purpose. This success story stands as a testament to the quality and professionalism of Executive Integrity's recruitment services and the tangible value we bring to NautilusLog's growth trajectory.



Sebastian Dahlen
Product Owner | NautilusLog

With a distinguished career spanning multiple leading organisations, Sebastian has profound Product Management experience with expertise in Speech-to-Text solutions. Sebastian has a solid track record designing cutting-edge software and devices for collaborative speech processing and recognition, all while displaying a strategic acumen for portfolio management. With an extensive background in conducting market research, agile project management, and sales support, Sebastian is assured of bringing continuous success to NautilusLog.