

Case Study

Strategic Recruitment Partnership with Executive Integrity and Magellan X



Enabling Sustainability

Magellan X, an innovative Singapore-based company, is revolutionising Oil & Gas, Maritime, Chemicals, and Mining with advanced DeepTech digital EHS solutions. Their purpose-built technology is one of a kind, and invaluable to the heavy industries, with many companies lagging 10-15 years behind their EHS targets. Understanding the need for strategic recruitment expertise, Magellan X partnered with Executive Integrity's Principal Consultant, Adam Thaxter, to secure multiple roles for their crucial global expansion project.

Magellan X's Hiring Challenges

After securing significant investment and consolidating their brand through their recent merger, Magellan X sought to embark on an international expansion, with a particular focus on scaling up their Sol X solution.

This ambitious goal depended on the niche recruitment of multiple talented Enterprise Sales Directors to spearhead growth in key regions, including the Middle East, Europe, and the U.S. Magellan X knew finding these individuals for such an ambitious project would be tough for a company with little international reach.

Magellan X faced many unique challenges in their global hiring process. Firstly, they required candidates with specific and niche experience in the ESG (Environmental, Social, and Governance) field.

Additionally, with a high-risk project, they rightly sought those with quality expertise in the target region itself. Another issue was the candidate pool for this specific skill set was limited. Magellan X had identified only a few target companies likely to have candidates with the desired qualities.

And lastly, these were senior-level positions. Magellan X's lack of an extensive international network to source suitable candidates restricted their options and drained their overall candidate pool. The headache of juggling multiple senior hires simultaneously added to the complexity of this seemingly insurmountable task.

Adam worked well in listening and understanding the different changes we had when we began exchanging with candidates and reshaping the search.

We discovered what was missing and what was needed for the roles. Adam/Executive Integrity's flexibility and eagerness to succeed showed great service. I recommend their services for any companies that require outsourcing.

Ricardo Puig, COO
Magellan X

The Consultant



Adam Thaxter
Principal Consultant
Executive Integrity

Adam's built a successful 6 year track record providing recruitment solutions in the digital Maritime, Ports, and Logistics industries. Specialising in commercial hires, Adam knows exactly what to look for in an individual who will grow your business and add long-term value. Highly regarded across the global shipping industry, he boasts a world-class network of senior leaders internationally.



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The Hiring Manager



Ricardo Puig
Chief Commercial
Officer (CCO)
Magellan X

Experienced CCO with 20+ years leading global sales. Ricardo is an expert in revenue growth, strategy, & international expansion in Maritime, Telecom, & Tech sectors. Ricardo builds top-performing sales teams, leads multimillion-dollar negotiations and drives market share.

Year founded

2019

Industry

Technology

Entity

Magellan X

Headcount

200+

Industry experts with integrity - true recruitment partnership

To combat Magellan X's challenges, Executive Integrity's Adam Thaxter employed a comprehensive recruitment strategy. He began by mapping the market to identify key companies most likely to have candidates with highly specified experience in Magellan X's expansion regions. He then engaged in strategic headhunting, targeting the best individuals from these pinpointed organisations. Conducting extensive interviews, Adam gathered key candidate motivations. With this regular contact, he actively sold the company, their mission and the opportunity on offer to talented potential sales directors.

Additionally, to build their candidate pipeline, Adam tapped into his network of senior leaders, gathering invaluable referrals and recommendations for potential candidates. This process leveraged international networks to ensure a highly targeted approach. The recruitment effort went beyond mere job matching, with a strong emphasis on executive contract negotiations, three-way meetings, visa support, offer counselling, as well as creating a workable scenario for client and candidate where there was mutual ground.

Candidate Spotlight

The collaboration between Magellan X and Executive Integrity yielded remarkable results. The selected Enterprise Sales Directors, Francesco Falsini and Stuart Douglas, possessed a track record of working with similar technology in their respective regions. They also had established connections and expertise in building sales teams within those areas, making them an ideal fit for Magellan X's expansion plans.



Francesco Falsini
Enterprise Sales Director SEA - Malaysia | Magellan X

Francesco is a vastly experienced sales leader with 26 years in Energy markets. For the past 14 years he has been based out of Kuala Lumpur working in Managerial and Business Development roles for upstream software companies. Francesco has a proven track record in sales, including for start-ups, where he has developed and built teams.



Stuart Douglas
Enterprise Sales Director MENA - Dubai | Magellan X

Stuart is an experienced sales leader, spending the last 10 years in Dubai selling ESG solutions and other software to the O&G market. He has sold throughout the Middle East, North Africa, and India region, as well as exposure to APAC. Stuart worked for over 6 years for Sphera, specialising in ESG, where they acquired his previous company. Over the past 10 years, Stuart has been responsible for establishing his company at the time's presence in the region, starting as an individual contributor before growing and developing high-performing teams.