

# Strategic Recruitment Partnership with Executive Integrity and Magellan X



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 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+

## Challenge Summary

Post-merger, Magellan X sought international expansion, focusing on Sol X. Recruiting Enterprise Sales Directors for key regions posed challenges due to the need for niche ESG experience, limited candidates, and a lack of an extensive international network. Simultaneous senior-level hires for a high-risk project added complexity to the task.

## Solution Summary

Executive Integrity tackled Magellan X's challenges with a comprehensive strategy: mapping key companies, strategic headhunting, and pre-interviews to understand candidate motivations.

Leveraging our network, we secured referrals and focused on executive contract negotiations. The result: successful hiring of Enterprise Sales Directors Francesco Falsini and Stuart Douglas, aligning seamlessly with Magellan X's expansion plans.

## Industry experts with integrity - true recruitment partnership

To combat Magellan X's challenges, Executive Integrity employed a comprehensive recruitment strategy. We began by mapping the market to identify key companies most likely to have candidates with highly specified experience in Magellan X's expansion regions.

Our expert recruitment team then engaged in strategic headhunting, targeting the best individuals from these pinpointed organisations. Conducting extensive pre-interviews, we could understand key candidate motivations. With this regular candidate contact, we were able to effectively share Magellan X's mission and the opportunity on offer to talented potential sales directors.

To build a candidate pipeline, we tapped into our network of senior leaders in Maritime software, 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.