

## Case Study

# Strategic Recruitment Partnership with Executive Integrity and Global Maritime



Global Maritime is an independent and diversified maritime consultancy specialising in marine warranty, dynamic positioning and engineering. With 25 offices spanning 15 countries, their global services span the entire offshore project life-cycle, from engineering to decommissioning. Understanding the benefits of proven recruitment expertise, Global Maritime turned to Executive Integrity to urgently source a new leader for their expansive naval architecture team.

## Global Maritime's Hiring Challenges

Global Maritime faced a common threat to growth aspirations: the business departure of long-term employees. This transitional period created an employment gap that threatened offshore projects and suggested high losses on the horizon from any lengthy commercial downtime.

They urgently required a talented Engineering Team Lead to spearhead their naval architecture team in the UK and facilitate upcoming projects going forward.

Global Maritime tried to fill the in-demand role themselves, but with a lack of network, the search failed to attract the right skill profile. They needed someone with both strong influential years of leadership experience, and adept skills within MWS for Naval Architecture.

With little time to continue their search, they understood the benefits of partnering with a proven recruitment company specialising in their sector for a swift recruitment process.

## A strategic approach to global recruitment

Executive Integrity kickstarted the process with a comprehensive job order, that entailed all expectations from company stakeholders on the precise profile they needed. This demanded an efficient search, with Global Maritime's skill gap threatening smooth operations.

Furthermore, we made it a matter of priority to distinguish the mission, vision and values that the successful candidate must share for Global Maritime to secure the long-term hire for future success.

With this essential information, Executive Integrity built a comprehensive candidate profile, building strong foundations for a proficient and highly targeted search.

To consolidate a quality candidate pipeline, we conducted extensive market analysis, paired with our proven industry experience, to formulate a list of high-quality professionals to headhunt.

## The Hiring Manager



**James Adcock**  
Director of Engineering  
Global Maritime

As Director of Engineering & Software at Global Maritime, James Adcock is instrumental to first, second and third party engineering studies for Mobile Offshore Units. This includes vessel design, upgrades, life extension studies and location approvals.

### Year founded

1979

### Industry

Maritime/Offshore Wind

### Entity

Global Maritime

### Headcount

+500

## Challenge Summary

With a transitional period resulting in departures, Global Maritime desperately needed to fill its employment gap with an Engineering Team Lead. Naturally conscious about their commercial downtime, they tried sourcing the right profile themselves but yielded no positive results. Global Maritime required the assistance of proven Offshore Wind recruiters to plug the gap, ensure long-term success, and secure great ROI.

## Solution Summary

Executive Integrity, global experts in Offshore Wind recruitment, strategically identified the perfect candidate at Shell, using their vast industry network. They introduced Marco De Magistris to Global Maritime, whose skills in WMS, Naval Architecture and leadership abilities assured an efficient return to expansive operations. This underscores the impactful role Executive Integrity plays in swiftly securing top talent to drive projects in the Offshore Wind industry.

## Industry experts with integrity - true recruitment partnership

With a hard earned and well-established and industry network, Executive Integrity headhunted within their own contacts. This was an especially beneficial approach due to the time-sensitive nature of the search. As a testament to the strength of our network, we identified potential candidates with the niche experience in WMS Naval Architecture and proven leadership qualities.

Executive Integrity immediately recognised the perfect candidate working for Shell's Naval Architecture team on floating offshore projects. We engaged the candidate and initiated conversations on what they could achieve and how they could grow with Global Maritime. With kept the candidate at ease throughout the whole process with weekly calls, setting up interviews, and providing any additional information in regards to the package and the job role.

The partnership between Global Maritime and Executive Integrity exemplifies the strengths of working with expert recruiters. E understand that keeping operations running is a matter of absolute priority, and leveraging a hard-earned network formed by strong relationships gives companies access to talent in little time and before competitors.

Most importantly, it's the strength of talent available when working with a recruitment partner like Executive Integrity - we found a driven talent, motivated to pioneer growth and new strategies at Global Maritime.

## Candidate Spotlight

With our strategic recruitment partnership, Global Maritime successfully secured Marco De Magistris, a highly driven and motivated Lead Technical Advisor at Shell, who had proved his worth in leadership. Marco was an outstanding candidate with a huge background in naval architecture and MWS. Whilst Marco led the Naval Architecture team to greater heights, Global Maritime were able to shift attention to other areas of the business.

What's more, it's rare for people to jump ship from Shell and into consultancy. The fact Marco left a huge corporation in Shell for Global Maritime places them in the spotlight for brilliant motivation to make a difference; another testament to Executive Integrity's ability to sell candidates on a company's value. Marco proved instrumental in driving Global Maritime's growth trajectory, delivering high-quality engineering services to internal and external global clients.



### **Marco De Magistris** **UK Engineering Lead | Global Maritime**

Marco is a Chartered Naval Architect with extensive experience in Project Engineering Management, making him perfect for the role of Engineering Lead. His expertise in Marine Warranty Surveying was absolutely critical to his acquisition, with forming an enormous facet of Global Maritime's operations.

Marco's industry experience extends to critical design appraisals for various floating offshore installations and provides marine warranty services on oil & gas projects. His five years in the cruise industry meant overseeing new builds, technical specifications and shipbuilding contracts; implementing green technologies fleetwide.

At Shell, Marco served as Project Discipline Lead within the Naval Architecture Team, leading new-builds to major shipbuilding and offshore floating ventures. His rich professional background underscores his proficiency and strategic contributions to shaping the maritime and offshore landscape.