

Case Study

Contracts Engineering Ltd is a fully integrated precision sheet metal and extrusion manufacturer based in Kent, UK. They provide high quality, cost effective precision sub contract manufacturing services to a broad mix of customers in various industrial end markets, retail fittings and commercial / furniture markets. Their customers are based throughout the UK, while several are located in other parts of Europe.

First Flight were approached by Troy Barrett, MD at Contracts Engineering as the owners had exceeded their original plans to date and now felt the time was right to bring in an additional NED capable of significantly enhancing the companies profile and strategic focus on industrial end markets. Troy added 'The existing directors made the decision to increase the operational and technical expertise we had at the Board level and we found First Flight's deep experience pairing NEDs with companies to be second-to-none'.

A role specification was written which focused on the key requirements that the incoming Non-Exec would need to fulfil including Operational Expertise within manufacturing, Strategy and an Entrepreneurial mind-set. First Flight then commenced the search. A long list of candidates were interviewed and the details of six of these were presented to Contracts Engineering for them to consider. It was agreed that all six would be met in London by Troy and Chris from First Flight would attend too to offer support.

Following these interviews three of the candidates were ruled out and it was decided by Contracts Engineering to invite the remaining three candidates to a further interview at their premises in Kent. Troy said "As our first outside appointment since acquiring the company, it was critical we selected the right person to join the Board'.

The final round of interviews were conducted by Contracts Engineering and were very successful. A final decision was reached as to who they wanted to appoint, however a further decision was necessary before this appointment could be made. It was following on from the final interviews that their favoured candidate would not only make an excellent Non-Executive Director for Contacts Engineering but also an excellent Chairman. After further meetings Michael Blenkinsop was offered the position of Non-Executive Chairman for Contracts Engineering to which he accepted the post. Troy said 'First Flight showed deep understanding of our requirements and guided us through a process that has been a resounding success'.

Both Contracts Engineering, Michael Blenkinsop and First Flight are delighted with the outcome of the search and Troy wanted to add 'Our Non-Exec Chairman invested alongside the other Directors and has greatly increased both Board level discussions and how we manage Contracts Engineering Ltd. We have First Flight to thank for managing a selection process that led to a perfect pairing."

About Contracts Engineering Ltd

- An ISO 9001:2008 fully integrated precision sheet metal and extrusion manufacturer
- Customers are based throughout the UK, while several are located in other parts of Europe.
- Provide high quality, cost effective precision sub contract manufacturing services



Troy Barratt, Managing Director



Michael Blenkinsop,
Appointed Chairman

About First Flight

- Specialist NED and Chair Search Firm
- Helping to raise the standards and effectiveness of Boards
- Broadening the Non-Exec and Chair gene pool
- Provides more diverse candidates