

## Case Study

# Strategic Recruitment Partnership with Executive Integrity and Ocean Infinity



OCEAN INFINITY

Ocean Infinity, a pioneer in the offshore geosciences sector, embarked on an ambitious journey to expand their operations and meet the rising demand for innovative technologies in the offshore wind market.

To accomplish this transformative vision, Ocean Infinity engaged in strategic growth through acquisitions, including MMT, and required multiple roles to support their expanding services.

Teaming up exclusively with Executive Integrity, Ocean Infinity forged a strategic recruitment partnership aimed at identifying innovative leaders to drive their growth.

## Ocean Infinity's Hiring Challenges

Embarking on a visionary project to expand their offshore geosciences services, Ocean Infinity faced multiple recruitment challenges. Their efforts to integrate different brands, processes, and cultures during the acquisition period required leaders with a unique blend of expertise, spanning geosciences, operational excellence, and technical proficiency.

However, the scarcity of professionals possessing this skill set, coupled with the competitive landscape of the offshore industry, posed difficult obstacles to finding the right talent.

Recognising the intricacies of their requirements and the need for a strategic recruitment approach, Ocean Infinity turned to Executive Integrity.

This recruitment partnership aimed to harness Executive Integrity's deep industry insights, expansive talent network, and proven track record in delivering tailored solutions to identify transformative leaders capable of driving Ocean Infinity's ambitious growth aspirations.

## A Strategic Approach to Global Recruitment

Executive Integrity initiated the recruitment process for Ocean Infinity with a meticulous and phased approach.

We began with a comprehensive consultation to understand Ocean Infinity's mission, milestones, values, and vision. This included evaluating the expectations of each role and preparing critical competency-based questions.

We also assessed the characteristics needed for a strong company fit and prepared a detailed candidate briefing pack, outlining essential information about Ocean Infinity and the specific roles.

Our goal was to ensure a targeted and effective search that aligned perfectly with Ocean Infinity's strategic objectives.

## The Hiring Manager



Alex Hamilton

Head of Global Talent Acquisition

Ocean Infinity

Alex Hamilton plays a pivotal role in driving Ocean Infinity's talent acquisition strategy, ensuring the company attracts and retains top talent in the highly competitive offshore geosciences sector. His leadership and vision have been instrumental in the successful integration of new employees following significant acquisitions.

### Year founded

2017

### Industry

Offshore Geosciences

### Entity

Ocean Infinity

### Headcount

+1,200

## Challenge Summary

Ocean Infinity struggled to find leaders with specific expertise for their expansion projects due to a scarcity of qualified professionals in the competitive offshore geosciences industry. They partnered with Executive Integrity for a strategic recruitment solution.

## Solution Summary

Executive Integrity tackled Ocean Infinity's recruitment challenges by strategically identifying and placing five key professionals, including Tender Managers, a Technical Superintendent, and a Control Systems Engineer. These experts bring essential geosciences, shipping, and technical skills, aligning perfectly with Ocean Infinity's vision.

This success highlights Executive Integrity's commitment to delivering tailored talent solutions, driving Ocean Infinity's growth in the offshore geosciences sector.

## Industry experts with integrity - true recruitment partnership

Leveraging our extensive experience in geosciences and subsea robotics, Executive Integrity implemented a thorough search process.

Conducting extensive market analysis, we identify high-quality professionals, contacted potential candidates, and performed comprehensive competency-based interviews. Our in-depth referencing and background checks ensured that only the best candidates were presented to Ocean Infinity.

We provided detailed market intelligence and coordinated interviews with shortlisted candidates, offering interview preparation and candidate counselling. Post-interview, we assisted with offer negotiations and conducted candidate de-briefings.

This strategic approach ensured that Ocean Infinity secured top-tier talent to drive their innovative projects and maintain their leadership in the offshore geosciences sector.

## Candidate Spotlight

The successful candidates brought on board by Executive Integrity are poised to make significant contributions to Ocean Infinity. These top-tier industry experts will:



### Tender Managers (UK and US):

These professionals will drive the preparation and submission of competitive tenders, ensuring that Ocean Infinity secures vital contracts to sustain and grow its operations in the offshore wind market. Their role is crucial in aligning Ocean Infinity's service offerings with client needs and industry standards.



### Technical Superintendent:

This role is central to maintaining and enhancing the operational readiness of Ocean Infinity's fleet of advanced AUVs and USVs. The Technical Superintendent will ensure that all vessels meet stringent safety and performance standards, thereby supporting uninterrupted service delivery.



### Control Systems Engineer:

This specialist will focus on the development and optimisation of the control systems that are critical to the operation of Ocean Infinity's autonomous vehicles. Their work will enable the seamless integration and functionality of cutting-edge technology, ensuring Ocean Infinity remains at the forefront of innovation.

These experts will drive forward key projects, enhance operational efficiency, and spearhead technological advancements. Their collective expertise and leadership will ensure that Ocean Infinity remains at the forefront of innovation in the offshore geosciences sector.

This personalised and industry-specific approach exemplified our commitment to excellence in delivering hard-to-fill searches and further solidified Executive Integrity's reputation as a true recruitment partner in the global offshore geosciences sector.