

GLOBAL GROWTH

KAWNEER

\$601.7m

Revenue
2024

1339+

People
North America

13+

Offices
North America, Europe,
North Africa, and Asia.



THE CHALLENGE

Kawneer, a global leader in architectural aluminium systems, needed high-calibre regional leaders to drive performance and represent the brand across multiple markets.

THE APPROACH



DISCOVER

Searches aligned with strategy and culture.



ASSESS

Assessing candidates for capability and cultural alignment.



ATTRACT

Proactively reaching and inspiring top talent.



SUSTAIN

Providing advisory and insights to keep the company ahead.

THE NEED

Each senior role spanned commercial, operational, and technical oversight across the US, UK, and Europe. Any delay or mis-hire risked straining teams and losing revenue opportunities.

PRE-HIRE PROCESS

- Mapped senior talent across manufacturing, commercial, and architecture.
- Partnered with leaders to define scope, structure, and success metrics.
- Delivered searches and onboarding in four countries.
- Managed interviews and offers for consistency.
- Advised on succession and long-term structure.



THE RESULTS

TIME TO
LAUNCH

9
DAYS

HIRES MADE
IN MONTH ONE

4

ACROSS
US, UK AND EUROPE

OFFER
ACCEPTANCE RATE

95%

INTERVIEW
TO-OFFER RATIO

2.3:1

SUMMARY

“Kawneer needed fast, cross-regional leadership. We placed four senior hires across the US, UK, and EU - now leading, driving performance, and providing clarity. With tight briefs and a clean process, delivery was sharp and consistent.”

TOM WOOD – LIGNUM GROUP CEO

“We didn’t need admin support. We needed leaders. Lignum found people who could carry weight in-region and make an impact fast.”

KAWNEER

