

EUROPEAN EXPANSION

KINGSPAN MINERAL WOOL

€8.6bn
Revenue
2024

22,000+
People
Worldwide





212+
Manufacturing Sites
Globally

80+
Countries
Worldwide

THE CHALLENGE

Scaling Kingspan Mineral Wool across Europe with consistent processes and local insight.

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

First-time-right hiring was critical amid new markets, regulatory barriers, and fierce competition - mistakes would cost credibility, time, and revenue.

PRE-HIRE PROCESS

- Prioritised hires by country and commercial impact.
- Built multi-language talent pools across key functions.
- Created scorecards and structured interview frameworks.
- Delivered shortlists with salary benchmarks and relocation support.
- Ran performance reviews and roadmap check-ins with HR and leadership.



THE RESULTS



SUMMARY

“We delivered a fully embedded solution for Kingspan’s Mineral Wool in Germany and Italy, placing nine key hires. The result: faster delivery, lower overhead, and a reliable candidate pipeline. International hiring doesn’t have to be slow - we built a system and delivered consistently.”

TOM WOOD – LIGNUM GROUP CEO

“We needed more than an agency. We needed capacity, structure, and insight. Lignum delivered all three.”

KINGSPAN

