

TAKING THE BRAND FORWARD

VIVA RAILINGS

\$75m

Revenue
2024

250+

People
USA



THE CHALLENGE

Viva Railings, a fast-growing architectural metal fabricator, needed senior leaders to manage complexity and ensure consistent national project delivery.

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

Without the right leaders, projects faced missed margins and operational strain. The business needed experienced leaders to bring order, scale, and foresight.

PRE-HIRE PROCESS

- Defined success profiles and role hierarchy with leadership.
- Built tailored talent maps for production, commercial, and technical roles.
- Managed end-to-end process, including relocation and onboarding.
- Ensured smooth handovers with performance alignment from day one.
- Led executive searches across sales, operations, and business development.



THE RESULTS

TIME TO
LAUNCH



FROM
ENGAGEMENT

HIRES MADE
IN MONTH ONE



SENIOR ROLES
INCLUDING COO & VPs

OFFER
ACCEPTANCE RATE



INTERVIEW
TO-OFFER RATIO



AVERAGE TIME
TO PLACE
CANDIDATE



SUMMARY

“During rapid national growth, Viva needed leaders to manage complexity and professionalise delivery. Lignum placed four key executives across sales, operations, and management, bringing structure and control without slowing momentum.”

TOM WOOD – LIGNUM GROUP CEO

“This was our first time using an external firm at this level - they delivered. We now have proactive operators who drive results, freeing up the leadership team.”

VIVA RAILINGS

