

GROWTH DELIVERED

BOTHWELL-ACCURATE

\$142m

Revenue
2024

600+

People
Canada



THE CHALLENGE

Bothwell, a leading Canadian roofing and cladding contractor, was expanding into glazing. With market access and leadership support, they needed the right hires - fast and in the right order.

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

The glazing division aimed to expand Bothwell's reach across the full building envelope, unlocking new revenue and clients. They needed leaders who could deliver fast, uphold culture, and inspire teams.

PRE-HIRE PROCESS

- Defined key roles and reporting lines with executives.
- Focused on candidates with proven glazing delivery experience.
- Sought leaders able to hire and build teams.
- Managed full process from outreach to onboarding.
- Advised on talent planning and succession.



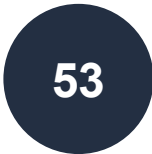
THE RESULTS

TIME TO
LAUNCH



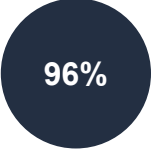
FROM SERVICE
KICK-OFF

HIRES MADE



ACROSS
12 FUNCTIONS

OFFER
ACCEPTANCE RATE



INTERVIEW
TO-OFFER RATIO



SUMMARY

“Over 12 months, we built Bothwell’s glazing division from the ground up - over 50 hires, full structure, and total accountability. This wasn’t just recruitment; it was a commercial build. The team now delivers real value, easing board pressure and driving growth.”

TOM WOOD – LIGNUM GROUP CEO

“We had the vision. Lignum delivered the people. The quality of hire, the process, and the speed. It’s been a standout project for us.”

BOTHWELL-ACCURATE

