

Case Study

Retained Search

How The Locke Group's retained process rescued a failed contingent search

"The Locke Group was communicative, transparent, and thorough...I'd absolutely recommend them."

– Anthony Siragusa, VP at Metropolitan Partners Group

01 THE SITUATION

Metropolitan Partners Group (MPG), a private credit firm, spun its wheels for months with an underperforming contingent recruiter. A Staffer on the investment team spent valuable time interviewing more than 40 candidates without making progress. Candidates were lightly screened, their experience was all over the map, and the effort felt like a waste. We pitched a retained search with a true headhunting process and MPG agreed.

02 THE CHALLENGE

From the outside, the hire was simple – an Asset Manager. But the MPG's investment strategy made for a unique challenge. MPG lends to non-sponsored, lower-middle market companies in special situations. They had a very specific hiring need – a Restructuring Advisory professional with meaty company-side experience, the gravitas to consult directly with portfolio company executives in turnaround situations, and the grit to fit the firm's New York culture.

03 OUR APPROACH

Our project team mapped the Restructuring Advisory market, including 100+ professionals at the desired level. Our Search Consultants successfully contacted 60 and interviewed nearly 30 within 2 weeks. All candidates were rigorously screened for company-side experience, technical and communication skills, and culture fit. We presented a Short List of the best 7 candidates, all of which expressed high interest in the role.

04 THE RESULT

7 presented. 4 finalists. 1 home run hire. The firm hired their top choice, Sydney Ahmed, a Director at FTI. TLS secured her acceptance 1 month and a day from the Short List meeting and less than 2 months from kick-off. We helped MPG navigate a competing offer and secure the best candidate in the market. Sydney joined the team in October.



Sydney Ahmed

Senior Associate, Asset Management