

# METRO

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Chris Taylor, Assistant Director of Corporate Development, Metro

## A SMOOTH TRANSITION



Metro, the West Yorkshire Passenger Transport Executive (PTE), is one of six PTEs around the country that work with their regions' public transport operators and councils to provide high-quality public transport systems.

In May, Metro turned to Harvey Nash to help it find a replacement for the retiring Director of the PTE Group (PTEG) – a small unit that supports all the PTEs, but which is based in Metro's offices in Leeds. Because PTEG is co-located with Metro, its staff are on Metro's terms and conditions, so finding a new Director fell to Chris Taylor, Assistant Director of Corporate Development at Metro.

“We'd never used a recruitment agency before for such an appointment, but I thought that we would need something more than a standard ad in *The Guardian* to find the distinct and unusual mix of skills and experience we were looking for,” says Taylor. “The successful candidate would need strong political skills to be able to work between the different PTEs, act as a conduit with central government, understand the different funding régimes and manage the challenges associated with the new Local Transport Bill.”

Having been impressed in the past by Harvey Nash as a candidate – “they were very helpful and professional and had a good hold on the transport market nationally” – Taylor proposed using them to handle the PTEG Director assignment.

He wasn't disappointed. “The rapport and close contact we established helped us keep to the very strict timetable we had set ourselves, and we made the offer to the successful candidate

within three months of giving Harvey Nash the brief.”

Taylor says: “Harvey Nash added great value to the recruitment process. They provided a very independent and unbiased view, challenging us where necessary. Without taking charge they led us firmly through the process. And when they gave us the long list, they provided candidate résumés that summarised their suitability for the role, which was an excellent piece of work. As a result of their involvement we will have a seamless transition between one person leaving and the other starting.”

So impressed were the PTE Director-Generals with the way Harvey Nash handled the assignment, that they have already used them to help with recruiting a new Policy Officer for PTEG.

Taylor concludes: “Harvey Nash has established a very good reputation among my senior colleagues, which will stand them in excellent stead in future tenders.”

- PTEG, the team that supports all the country's PTEs, needed to find a replacement for the retiring Director. They had never used a recruitment consultancy for such an appointment before and turned to Harvey Nash
- Despite the distinct and unusual mix of skills they were looking for, Harvey Nash fielded a long list of 20 high-calibre candidates, including the Deputy Director
- PTEG appointed the Deputy Director to the post, but credit Harvey Nash with adding such value to the recruitment process that they are using them to recruit for further roles