TIM OTTRIDGE

MANAGING DIRECTOR, BRINK'S UK

> I've always felt Nigel Parslow and I have a genuine relationship rather than something that is purely transactional, and I have absolute confidence in him
>
> **Tim Ottridge, Managing Director, Brink's UK**

TRIAL BY **FIRE**

Tim Ottridge first got to know Harvey Nash consultant Nigel Parslow nearly ten years ago when Parslow brought him into Lufthansa Service Group (LSG) as Managing Director Designate. Ottridge had been Operations Director at J Arthur Dixon, part of Rexam plc, but was keen to advance his career.

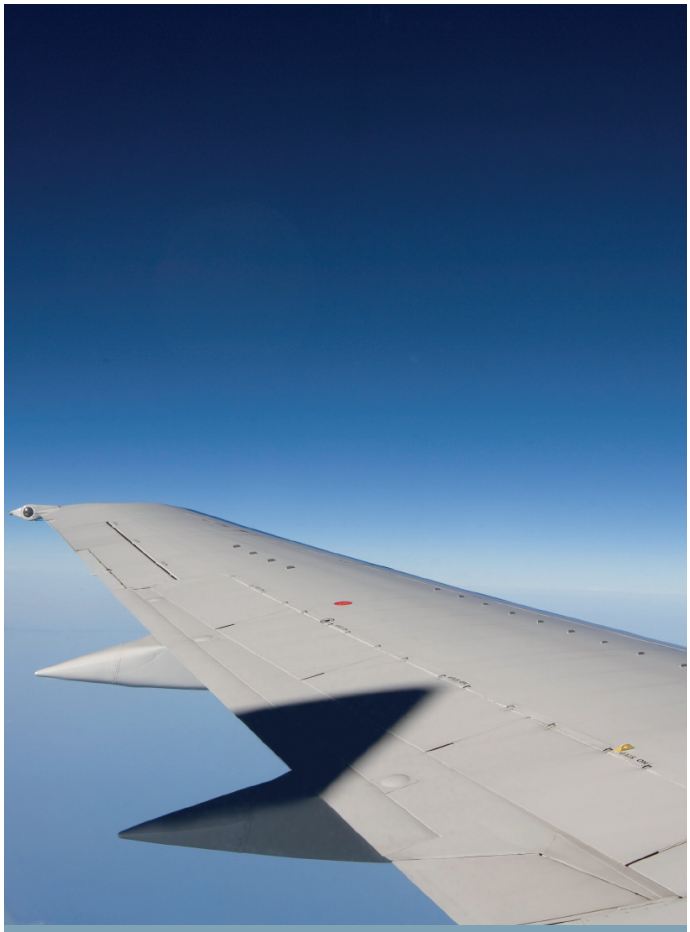
"When I joined LSG, the intention was that I would shadow the incumbent for up to nine months to familiarise myself with the industry ," says Ottridge. " But he moved on after only six weeks, at which point I took on full responsibility for the role. Throughout the process Nigel saw my potential to develop in the organisation, which helped my progress."

The job was a baptism of fire. The company and the role were much more significant than those in which Ottridge had previously worked, and Ottridge needed to address many serious and complex commercial and operational issues urgently, against a background of difficult and confrontational employee relations. But Parslow's faith in Ottridge's abilities proved well founded.

"I turned around the business in my first 18 months, radically improving financial, customer and employee relations performance," recalls Ottridge. He was then promoted to UK Country Manager and, a year later, was promoted again to Senior Vice-President Europe West & Africa.

But after seven years with LSG Ottridge wanted to do something different and he gave Parslow a call.

They met several times to discuss potential new roles, none of which came to fruition, but the advice Parslow gave him on his CV and his job search strategy was, says Ottridge, "extremely helpful."



- Tim Ottridge has enjoyed a professional relationship with Harvey Nash consultant Nigel Parslow for almost ten years
- Regardless of whether or not Parslow places Ottridge in a job, Parslow is always on hand with career or CV advice
- The quality of the relationship with Parslow, whom Ottridge views as a representative of Harvey Nash, gives Ottridge confidence to use the firm for his recruitment needs as a client

Harvey Nash was not involved in either of Ottridge's next two appointments – MD of Corgi Group and MD of Brink's UK Limited – but when Ottridge completed the sale of Brink's to a competitor in August this year, Parslow was Ottridge's first port of call.

Ottridge's relationship with Harvey Nash is very different from those he has experienced with many other headhunters. He explains: "I want to engage with headhunters whose approach and judgement I trust and who are responsive both to my needs as a client and to the needs of the candidates with whom they engage.

"I've always felt Nigel and I have a genuine relationship rather than something that is purely transactional, and I have absolute confidence in him and the firm to meet my future recruitment needs."