

Success Recruit Case Study: Newell Properties

Director-Level Recruitment for Long-Term Business Continuity



NEWELL
PROPERTY DEVELOPMENT

Client: Property Development & Investment Sector | Newel Properties
Focus: Succession Planning | Strategic Leadership Hire | Business Continuity

At **Success Recruit**, we were introduced to a highly successful business owner in the property development and investment sector. With decades of hard work behind them and a large, active portfolio, they were beginning to think about stepping back and planning for the next phase of their life - retirement.

The Challenge

They needed more than a capable hire, they needed the right person. Someone who could step into a senior leadership role, take the reins with confidence, and carry the legacy forward.

After years of hands-on leadership, the business required a clear and carefully thought-out succession plan. The owner was ready to step back from day-to-day operations, but only if they could trust that the future of the company would remain in safe hands.

The Brief

The ideal candidate had to be more than just qualified. They needed to:

- Support long-term growth and operational continuity
- Bring fresh ideas while respecting the business's history
- Give the owner peace of mind to step back at the right pace
- Understand and complement the company culture and team

The brief evolved as the client reflected on what the business really needed, both now and into the future.

Our Approach

From the outset, we acted as an extension of the business. We:

- Spent time understanding the company's history, structure, and goals
- Built a flexible brief that could evolve as we explored candidates
- Maintained regular contact with the client to refine the search together
- Prioritised cultural fit and leadership mindset as much as technical experience

It was a collaborative process from start to finish.



The Journey

This was never going to be a quick hire. Over the course of a year, we:

- Revisited and refined the role specification multiple times
- Carried out extensive candidate searches and screenings
- Stayed patient and committed through several rounds of interviews
- Held countless conversations with the client, always adapting to new insight

With every interaction, we got closer to what “right” looked like for this unique opportunity.

The Result

After a rigorous process, we successfully placed a senior candidate who brought the right balance of experience, personality, and leadership style. Most importantly, they truly understood and respected the business’s journey and were excited to be part of its future.

The onboarding process began, and the business owner could finally look toward stepping back, confident that their team and business were in safe hands.

Why it Worked

- ✓ We focused on people, not just CVs
- ✓ We took the time to deeply understand the business
- ✓ The client trusted us to adapt the role and guide the process
- ✓ It was a true partnership built on honesty, flexibility, and persistence

Final Thought

Finding someone to lead your business forward isn’t about ticking boxes, it’s about protecting everything you’ve built and giving yourself permission to move into your next chapter.

When the stakes are high, the right recruitment partner makes all the difference.

Testimonial

“We had the pleasure of working with Success Recruit to help us fill a unique opportunity within our Company. From the outset they really worked with us, adapting the role as we went along. We all spent hours discussing the key factors for the role, and the Success team went above and beyond to help and guide us through the process. Nothing was too much trouble, and we genuinely felt they had taken the time to understand the company and the people within it. I wouldn’t hesitate to recommend Success Recruit — they made the process much easier and the outcome was incredibly positive.”



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