

Land Engineering



- **Operations Director**

Land Engineering is a specialist external works business providing a range of services to their customers focussed on developing, improving and managing their external environment. Their disciplines include the design and construction of hard and soft landscaping including public realm and retain one of the largest pre-planned maintenance and stone masonry resources in Scotland. Managing Director Stuart Dillett had been searching for an Operations Director without success and engaged Mackenzie England to help secure the position on the recommendation of an independent non-executive consultant.

Stuart's brief had one specific requirement: "find someone who compliments Land Engineering's DNA, has a wide sector knowledge and is not institutionalised - essentially a hidden talent". Our approach resulted in the appointment of an Operations Director who had been with his previous firm for nearly seven years and who was working overseas.

"We had already looked at the market at length and hadn't found the right person for our business. Martin and Pia worked closely with us. They met the team, asked a lot of questions and took great care to understand our culture and the fit that was required. I set them a challenge to find me someone who didn't even know they wanted to move and their approach brought Land Engineering a great result!"

Stuart Dillett
Managing Director, Land Engineering