

Crieff Hydro



- **Project Development Manager**

Crieff Hydro is a 140 year-old business with a famed 200 bedroom hotel and holiday destination in Perth and Kinross, Scotland. In 2011, Stephen Leckie took over the role as CEO of Crieff Hydro Limited with an aspiration to develop the business into an exciting family of hotels. The hotelier now collectively owns or manages 8 historic hotels across Scotland and the North of England. Employing over 1000 people, Crieff Hydro family of hotels values its talented and enthusiastic team. They recognise that it's their team's skills and knowledge, which makes their hotel guests' experience the best one possible.

As part of their expansion plans, the business appointed Mackenzie England to help them identify and attract a talented Project Development Manager. The remit of this new role was to efficiently manage the business' growing asset portfolio.

Crieff Hydro's desire was to provide a wide range of destination offers from small to large hotels and self-catering units, dining options, corporate events, team building and leisure facilities. As a result, the new Project Development Manager needed to have knowledge and experience relevant both in the retail and hotel and leisure sectors.

Our knowledge in retail, property and construction sectors was both vital in our appointment and key in the search for talent. Our networks gave us access to identify individuals within retailers as well as from the fit-out market and construction arena.

We worked closely with the senior team at Crieff Hydro to develop a thorough understanding of the business' culture and requirements for the role, resulting in the successful appointment of Paul Hepburn as Property Development Manager.

"We were embarking on an exciting period of growth at Crieff Hydro and our plans developed after we set the original job specification, due to a change in our organisational structure. Mackenzie England were not fazed by this change and worked with us to accommodate our new requirements. We appreciate that working with a close senior management team within a family business can be a challenge – but we were all very impressed by how quickly Martin and Pia got to know our culture and style and fitted in as an extension to our team. They were thorough in their understanding and in their search: bringing us an individual with a background in the fast changing retail market with the technical skills in property to match was fantastic! Martin and Pia had communicated our business well enough that he was excited by us and our vision – and it has been an exciting continuation to our journey since Paul joined."

Shona Bell
Head of Organisational Capability & Change, Crieff Hydro Limited