

Client: Hamilton Bradshaw
Source: Evening Standard (Main)
Date: 13 February 2012
Page: 47
Reach: 700000
Size: 107cm2
Value: 6707.83



Growing fast, and in need of a tech whiz



James Caan

Dear James,

I am looking to recruit a chief technical officer. We started trading in 2010, and this year expect turnover of £60 million. We have built our own systems, but I worry they will not scale. I need a CTO who has delivered an appropriate platform and is also knowledgeable of best-in-class process and solutions.

John Maynard, CFO, achica.com

“You’re clearly at a critical point for the business, and require the right individual. When I’ve been looking for someone in a key position, I’ve looked for a person with a track record of achieving the objectives I

have for my business. That will be very important for you. Due to the changing dynamic of technology, having someone who understands that too will be key.

You can look at specialised job boards and publications, but my instinct would be that you need to identify a recruitment consultancy that works in your space. Ask

yourself where you want your company to be in three years’ time. Then go for someone who is comfortable dealing with that kind of scale.

I’ve used two consultancies, Exsurgo and Timothy James Consultancy. To attract the right individual, I would think you need to offer a package of between £90,000 and £120,000.

■ *For the full article and news of James Caan’s free app, go to standard.co.uk His new book, *Start Your Business in 7 Days*, will be available from March 1.*