

Global Head of FFA Brokerage

Securing specialist FFA leadership and then supporting the next stage of team hiring.

DRY FREIGHT DERIVATIVES | GLOBAL REMIT | RETAINED SEARCH

THE CLIENT OBJECTIVE

An interdealer broker wanted a global head to establish and lead its dry freight derivatives brokerage business. The requirement combined FFA market expertise with experience building a desk. The client needed senior commercial leadership around which to develop the capability, rather than an individual broker assessed only on product familiarity.

THE SEARCH CHALLENGE

The FFA market contains a small number of relevant senior professionals. Dry freight derivatives experience, commercial relationships and desk leadership needed to coincide in the same individual. Mapping the global market was important because a local candidate list would not reflect the full senior talent pool for the remit.

HOW WE APPROACHED IT

We mapped FFA desks and senior figures internationally, identifying professionals with relevant product coverage and leadership backgrounds. A longstanding industry relationship enabled a direct approach to an individual who matched the brief. We managed the retained search from the headhunt through to offer completion and the candidate's start. Following that appointment, we supported a further junior requirement in the London team.

THE COMMERCIAL FIT

The search connected two levels of the client's hiring needs: first the senior person to lead the FFA business, then an additional team member working under that leadership. These were successive appointments within the developing client relationship.

THE OUTCOME

The client secured its global FFA leader and subsequently appointed a junior professional into that leader's London team through Imperium. The senior hire remained with the business and developed the FFA operation, with the follow-on appointment supporting a stable and growing team. The work therefore progressed from securing the person to lead the capability to helping build the team around them.