

Head of Marine Fuel Testing & Analysis

Replacing specialist laboratory leadership in a marine fuel market with very limited candidate supply.

BUNKERS & MARINE FUELS | SINGAPORE | RETAINED SEARCH

THE CLIENT OBJECTIVE

A Singapore bunker supplier and trading business required a replacement head of testing and analysis. The role sat within the practical delivery of its marine fuel operation and needed laboratory experience relevant to bunkers, local testing knowledge and familiarity with the equipment used in the function.

THE SEARCH CHALLENGE

This was a small technical talent market. A broad laboratory background would not by itself demonstrate relevant marine fuel testing experience, and a general bunker trading background would not establish laboratory capability. The research needed to follow the specific technical expertise into the businesses where it was practised.

HOW WE APPROACHED IT

We considered specialist laboratories, fuel analysis businesses and larger marine fuel suppliers with in-house testing operations. This extended the search beyond direct trading-house competitors while retaining the product and equipment requirements. Direct headhunting was used to reach relevant professionals within that narrow market, and the assignment was delivered through a retained search.

THE COMMERCIAL FIT

The candidate pool was defined by where marine fuel testing expertise could be found, rather than by a single category of employer. Independent analysis providers and internal supplier laboratories both formed part of the relevant technical market.

THE OUTCOME

The replacement head of testing and analysis joined and maintained continuity in the client's marine fuel testing function. The candidate settled into the role and remained with the business, providing sustained technical leadership. The client secured the specialist laboratory expertise it needed within a market with very limited candidate supply, addressing the replacement requirement and maintaining the capability on an ongoing basis.