

# Senior Aluminium Trader

A senior appointment to add aluminium expertise and commercial relationships to a non-ferrous trading business.

ALUMINIUM | LONDON | RETAINED SEARCH

## THE CLIENT OBJECTIVE

A London non-ferrous metals trading house wanted to establish an aluminium trading capability alongside its existing activities. The requirement was for a senior trader who understood the product and brought relevant commercial relationships. The client needed someone capable of taking ownership of that new area, rather than a general metals professional whose experience would need to be rebuilt around aluminium.

## THE SEARCH CHALLENGE

The fit depended on the substance of the candidate's market exposure: which products they had traded, the counterparties they knew and how their background related to the proposed business. The research therefore needed to distinguish direct aluminium expertise from broader non-ferrous experience, while retaining adjacent firms where genuinely relevant professionals could be found.

## HOW WE APPROACHED IT

We focused the retained search on competing non-ferrous merchants, specialist aluminium houses and relevant adjacent businesses. This gave the client a defined talent market around the capability it wanted to add. Candidates were considered against their aluminium exposure, commercial network and suitability for the senior trading requirement. The search remained tied to the client's intended product expansion rather than a broad list of available traders.

## THE COMMERCIAL FIT

The commercial objective set the boundaries of the search: add aluminium capability to an existing trading platform. That required assessing product experience and relationships together, rather than treating a senior job title as evidence of the right market access.

## THE OUTCOME

The senior trader joined and established an aluminium trading capability within the client's existing platform. The appointment delivered the dedicated product expertise and commercial relationships the business needed for its expansion. The candidate remained with the firm and developed the product area over time, giving the client continuity as the new capability became part of the wider trading business.