

CASE STUDY

Rapid Response to Critical Water and Sanitation Leadership Needs in Africa

THE CLIENTS

Two organizations in Africa, one in Ghana and one in Kenya, help keep their citizens healthy by providing safe and clean drinking water and sanitization services.

THE ROLES

Our client in Ghana needed a Director of Water Quality and Service. This was their first director role to hire, and it was an important role to fill. This person would help provide clean water access to 128,000+ people in 373 rural villages in Ghana. Our client in Kenya was looking for a Capture Management Lead. Another important position to fill to help further our client's mission of improving the health and environment of urban communities in Africa.

THE CHALLENGE

While operating with lean budgets, focusing as much budget on their missions as possible, both clients needed seasoned professionals with helping personalities. Finding high-impact talent that connected with the missions would be key.

HOW #TWICEASNICE PARTNERED

Through the intake call, #twiceasnice got just what each client needed. Applying internally developed best practices, we immediately went to work advertising locally and reaching out to area candidates. We were able to focus on the mission both clients have to help find the right candidates for each role.

#TWICEASNICE RESULTS

Despite the distance, these searches both closed in lightning-speed. In Ghana, the first submittal and hire was on day seven. The candidate was placed on day 43 after several rounds of interviews and an assignment. In Kenya, in just under two weeks, #twiceasnice found interested candidates. Five candidates reached the final interview stage with a final placement on day 75.

WE'D LIKE TO PARTNER WITH YOU

We help our clients save money and hire better with our custom-built searches, 9.9% fee, and 18-month guarantee. If you need to find a partner to work on your searches, contact us.

From the Client Manager

"Being a part of what's making a difference across the globe just speaks volumes. To have #twiceasnice be a part of that and be able to help these different organizations, and not only our clients, but the candidates, is all-in-all very rewarding."

Lisa Bowen
Client Manager



Region

Africa



Industry

Critical Services



Roles

Dir. of Water Quality and Service in Ghana; Capture Management Lead in Kenya



#twiceasnice Savings

\$5,000 (2x!)



Placement Guarantee

18-months