

Executive Search: Decision Made on Evidence

Chief Digital Officer search for First Financial.

THE SITUATION

Digital transformation required a leader who had done it before.

First Financial was mid-transformation. Their newly formed Enterprise Digital Solutions Group needed a Chief Digital Officer who could build digital capabilities - not manage the team that maintained existing ones. The mandate was clear: they needed someone from outside banking who had transformed digital functions at a comparable organization.

Two compounding challenges: sourcing candidates from non-banking industries who still understood retail and commercial finance, and salary banding a role for which the client had no baseline compensation.

THE SEARCH

Blended research, cross-industry, run fast.

Rather than mapping organizations by headcount, Qualigence targeted individuals who were actively leading digital transformation at selected companies. For each person identified, research mapped their peers, their direct reports, and the leaders above them. This blended approach put the team in vetting conversations within one week of project kickoff.

Every compensation conversation was documented - base salary and total structure. This built a salary band for a role the client had never hired before, from market data collected during the search.

THE RESULTS

The right hire, made on documented evidence.

Viable candidates from multiple non-banking industries identified and vetted within the first week.

Salary band established from live market data gathered during the search.

Cross-industry candidates compared directly - the multi-industry scope produced compensation benchmarks that a single-industry search could not.

The search closed with a candidate whose digital transformation experience matched the specific scope of First Financial's initiative.

The numbers behind the method.

60%+

Fortune 500 companies trust us with executive selection

85%

First-year retention on placed executives

1999

The year Steve Lowisz founded Qualigence
