

Case study: **Executive Platform Portfolio Leaders**

A.P Moller-Maersk partnered with Harvey Nash to recruit a series of future thinking technology leaders including three Portfolio Executives to drive forward a customer attentive marketplace platform culture across the organisation

The challenge

Over the last 18 months the iconic Maersk group has embarked on a globally ambitious plan to modernise, automate and transform using digital technologies to drive efficiency, agility and an unrivalled customer journey of excellence. The vision is to design and develop a platform culture internally which will include the automation of manual activity, focus on operational integrity at scale, optimisation of technical resources and speed to value maximisation. The platform culture marketplace will continually hold the customer at the forefront of all thinking and innovation.

The Global Chief Technology and Information Officer wished to appoint a number of executive level technology positions who would own and drive forward the innovation and transformational agenda across the group. These appointments were titled "Executive Platform Portfolio Leaders" with each position having a differing focus, namely on Maersk.com, Supply Chain Development and Customer Service Delivery. Each position would define an exciting and pioneering vision for their respective platform. As a subject matter expert, they would lead the development and implementation of tomorrow's solutions to help and support customers realise their business goals and provide them with technology and user best practice.

How Harvey Nash helped

The Harvey Nash Global CIO Practice, along with our international research teams, were tasked with mapping the global marketplace to identify the very best in senior, executive level software engineering talent. Maersk wished for Harvey Nash to specifically target the pioneering platform based organisations such as Amazon, eBay and Uber as they desired leaders who would create a fellowship and drive best practice enabling Maersk to become a customer focused platform business. Mapping took place all over the world with specifically Europe, the US and Asia targeted to identify the correct calibre of individual. Culture was also key with these professionals expected to engage and influence at the C suite level as well as defining a future engineering platform roadmap. Once the longlists were collated, a deep level of assessment was administered using in-depth competency based interviews, technical assessment as well as Hogan profiling before being submitted to Maersk. At offer stage, we continued to support the candidate to ensure a smooth transition into the business and specifically offered continued council and advice around relocation ensuring the candidate settled into a new cultural way of life.

Other roles which Harvey Nash have also supported Maersk with include the following:

- Global Chief Data Officer
- Global CIO – Terminals and Ports Division
- Head of Global Product Strategy and Development
- Head of Digital Product and Innovation
- Regional CIO – Europe
- Regional CIO – Middle East & Africa
- S/4 Hana Digital Transformation Director
- Head of Cyber Security Compliance
- Head of Insight Analytics

Find out more

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“Harvey Nash stood above other suppliers due to their proactive approach to diversity. We have been pleased with the collaborative nature of the partnership and feel they have really understood what behaviours and attitudes it takes for prospective employees to fit excellently into Maersk’s culture.”

Jaafar El Ahmar, Head of HR, IT & Finance, A.P. Moller – Maersk.