

## **Case Study: Appointment of Chief Operating Officer at Ixion Holdings**

Ixion Holdings is a not-for-profit group, backed by Anglia Ruskin University, which delivers employment, training and business start-up programmes, as well as helping firms and universities access European funding for research and innovation.

They have grown both organically, and through acquisition, with their core business focused on supporting other companies with organisational development and change, government funded recruitment and training.

Parkhouse Bell has a long-standing relationship with Ixion, having been approached by them in 2012 to support the formation of a new Board, resulting in the appointment of the Board Chair and four non-executive directors. As a result, they have developed a strong consultative relationship, advising Ixion on future strategy and staffing requirements, and providing market intelligence to assist with Ixion's decision making.

In June 2014 Parkhouse Bell were appointed by the CEO of Ixion, John Govett, to lead the recruitment of the appointment of a COO. Ixion were looking for a COO who could contribute strategically to their future direction and ensure that operationally Ixion were able to deliver a high-quality service to their customers and other stakeholders. Ixion has an entrepreneurial culture and it was important that the successful candidate could deliver a variety of services and products in a way that maintained quality and improved revenue.

The appointed candidate, Jacqui Oughton, remains in post three years later. In this time, she has successfully built Ixion's skills business and has launched a new adult skills division.