

Client:



TURNTIDE™

**Stephenson
Stappard.**

Role: Interim Finance Director

Sector: Advanced Manufacturing /
Clean Technology / Electric Drive Systems

Building Long-Term Capability Through Specialist Interim Appointments

The Challenge

Turntide Technologies was entering a significant period of organisational transformation.

Created through the integration of three established engineering businesses, the company had secured substantial private investment and was focused on building a stronger foundation for future growth. Alongside this transformation came the need to strengthen financial leadership, improve governance and support increasingly complex international operations.

The first requirement was for an Interim Finance Director.

The business needed someone who could immediately assess complex reporting requirements across multiple countries/ borders/jurisdictions, improve regulatory compliance and establish greater confidence in financial reporting, all while supporting an ambitious leadership team navigating organisational change.

The assignment required more than technical expertise.

It demanded an experienced finance professional who could operate independently from day one, work confidently with senior stakeholders and deliver meaningful change within a fast-moving, evolving business.

Our Approach

The opportunity arose through an established professional relationship rather than a formal recruitment campaign.

Having maintained regular contact with the company's Chief Financial Officer over several years, we understood the business's direction and were able to respond quickly when a specialist interim requirement arose.

Rather than presenting numerous candidates, we introduced an experienced finance leader whose background in complex international organisations closely matched the challenges Turntide was facing.

His experience of cross-border reporting, regulatory compliance and strategic finance projects meant he could contribute immediately with minimal onboarding.

Following the success of that appointment, the business approached us again to support a second strategic assignment.

This time, the requirement was for an Interim Business Controller to help transform an underperforming finance function.

The role required someone with the technical expertise to improve financial processes, the leadership skills to reshape the team and the credibility to support senior stakeholders through a period of significant organisational change.

Again, the focus extended beyond technical competence.

Finding the right individual meant identifying someone who combined commercial judgement, operational leadership and the ability to build confidence across the organisation.

The Outcome

Both appointments made an immediate impact.

The Interim Finance Director helped establish stronger financial reporting, improved governance and supported critical strategic projects as the business continued its transformation. What began as a six-month assignment was extended and evolved into a broader programme of strategic advisory work.

The Interim Business Controller successfully led the transformation of the finance function, strengthening processes, improving team performance and becoming a trusted business partner across the organisation. They have since been offered the permanent Finance Director position.

Why This Matters

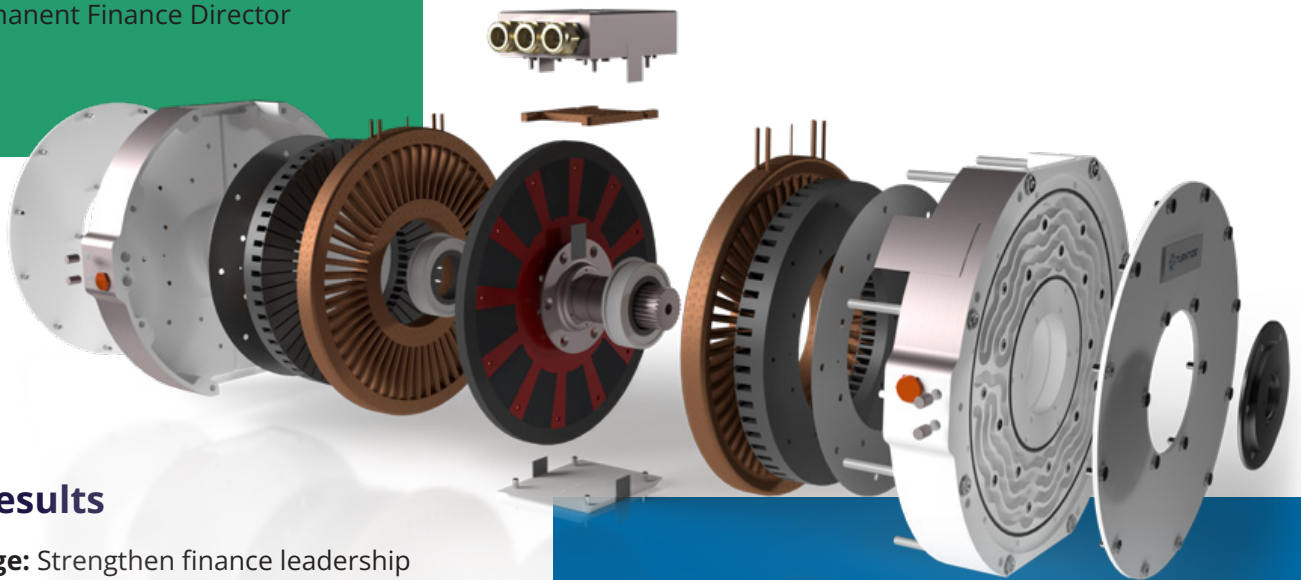
The number of vacancies filled rarely measures successful recruitment. The greatest value comes from understanding a client's business well enough to solve successive challenges as they evolve.

This assignment demonstrates how long-term professional relationships, combined with a detailed understanding of both client and candidate, can deliver lasting commercial value.

Rather than approaching each vacancy as an isolated recruitment exercise, Stephenson Stappard worked collaboratively with the leadership team, responding to changing priorities and providing specialist expertise as the organisation developed.

The result was not simply two successful appointments.

It was the creation of a trusted working relationship that enabled the business to strengthen its finance leadership, build capability within the wider team and support the next phase of its growth.



Key Results

Challenge: Strengthen finance leadership within a rapidly evolving advanced manufacturing business undergoing significant organisational transformation.

Approach: Relationship-led recruitment, rapid identification of highly experienced interim finance professionals and close collaboration with the leadership team as business priorities evolved.

Outcome: Two successful senior interim appointments, including one transition to permanent Finance Director, alongside continued support in building the wider finance function.

Added Value: Demonstrated how consistent delivery, commercial understanding and collaborative working can help organisations solve multiple business challenges over time.

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Client name, role
Turntide

