Case Study: Validating the Role of the CIO & Proceeding with Recruitment Process for a Leading Irish Multinational Company

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Validating the Chief Information Officer's (CIO's) Role

A leading Irish multinational company, considering the creation of a new chief information officer position, had two concerns: would a CIO add real value to the business and how would such a new role fit into the current organisational structures. Working with the executive management team over a period of months, Torque Management defined the role of a CIO and value of a CIO, both at headquarters and business unit levels.

Torque Management's Approach

Drawing on leading research and our own experience of working at executive level, expectations for the role were correctly set.

Working with the CFO, a RACI governance model for the CIO's activities was established. The RACI model (Responsible, Accountable, Consulted, Informed) separated 'local' from central duties.

Together with the CFO and the head of HR, Torque Management also developed a job specification for the role.

Outcome & Recruitment

Following this analytical process, management decided to create the CIO position.

Drawing on its unique international contacts, Torque Management identified and attracted suitably qualified applicants.

Working with the Director of HR, the CFO, and the candidates, Torque Management was involved in the interviewing, evaluation and assessment process and, ultimately, the selection of the CIO.

Through the recruitment process, Torque Management amassed a considerable understanding of the challenges and opportunities facing the newly appointed CIO. We remained available post-appointment to provide an independent, informed, sounding board.

For more information on how we can help your organisation visit
www.torquemanagement.com