

Our Client

NATS – the National Air Traffic Service – operates under licence from the Civil Aviation Authority, supplying air traffic control services to aircraft in UK airspace, over the eastern part of the North Atlantic and at 15 of Britain’s largest airports.

As well as now handling more than two million flights carrying over 220 million passengers a year, NATS leads the industry in terms of technological and business development and sells a range of products and consultancy services.

NATS is a public private partnership between the Airline Group, NATS staff, BAA plc and the government. It is divided into two separate businesses: unregulated with a turnover of £145m, and regulated with a turnover of £700m.

After the downturn in business caused by the WTC attacks in September 2001, NATS underwent a financial restructuring which enabled it to begin a £1 billion investment program to facilitate a 50% increase in the number of flights handled annually by the year 2012.

Our Brief

As their HR partnering is evolving with changes in the pressures, cultures and technologies that drive their business, NATS are currently in the process of putting the Ulrich Model in place.

However, it is often the case that ‘the people that build the ship do not necessarily sail it around the world’ and NATS felt it critical to secure a highly experienced L&D professional on an interim basis, to put in place their L&D/OD Centre of excellence at Whitely, Hampshire.

(Could we check I’ve got the location right, please?)

Because of our reputation for speed, knowledge of the market and sourcing excellence, NATS selected Consult HR to attract and introduce the ideal candidate for the role.

Our Search

The South Coast has a reputation of not being the easiest area to secure professionals on an interim basis, however consultant Bill Dudman’s “magic circle” of colleagues and “networks of networks” enabled him to shortlist two individuals he felt suited NATS’ requirements perfectly.

Our Result

The sourcing process never stops with the shortlist, and that was especially true in this case: both candidates had other irons in the fire. However, once the final decision had been made, it took Bill less than a fortnight to influence the selected candidate to take his other irons out of the fire and join NATS, where he is now delivering fabulously.