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## Testimonial for Vincent Considine

### The Problem

Joint Systems (JS), part of the Land and Joint Division of Thales, had a problem when their Operations Executive left the company to further his career outside of the group.

As Managing Director of JS I had to make a decision regarding the short-term situation whilst recruitment for a permanent replacement took place. Due to the pressures on the business I decided to hire an interim placement for three months rather than struggle with the existing team.

As explained to Vincent at his interview, I wanted to use the situation as an opportunity to move the business on and prepare the ground for the permanent replacement. The analogy used being a 'high impact player brought off the bench within a rugby match'.

### The Outcome

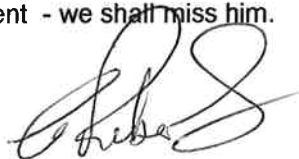
From the onset Vincent understood the role he was asked to undertake. The combination of excellent experience and arriving with 'no baggage' meant that Vincent could operate very effectively within the organisation.

His all round skills in project management, systems engineering and engineering processes were instantly put to good use. He brought a high level of enthusiasm to the task in hand, which enabled an instant rapport and respect with peers and reportees alike.

I have been particularly pleased with Vincent's contribution towards the end of his tenure. For the final month the permanent placement was hired and brought on-board in parallel. During this period Vincent has very successfully handed over the role such that a seamless transition ensued. He has been prepared to sit beneath the permanent placement supporting him in every way.

During this final phase Vincent has generated enough respect that he is able to contribute on wider strategic and team-building activities – to generate this position within the constraints of an interim role is a testament in itself.

The team and I would like to thank Vincent - we shall miss him.



**Greg Roberts**  
**Managing Director Joint Systems**