VEREDUS

CASE STUDY

Client: UK Train Operating Company
Roles: Interim Commercial Director (Part-Time), Interim Operations Director, Interim Financial Controller



CLIENT

Our client is a UK train operating company and part of one of Europe's largest passenger transport groups, employing over 60,000 people and delivering more than 2.2 billion passenger journeys annually.

Operating within a highly regulated and operationally complex environment, the organisation required experienced leadership capable of maintaining performance, managing risk, and ensuring continuity across critical functions.

BRIEF

The client required support across three senior interim appointments:

- A **part-time Interim Commercial Director**, requiring deep rail experience and the ability to operate at Director level across commercial and customer functions within a job-share structure
- An **Interim Operations Director** on a fixed-term contract, requiring immediate availability and prior Director-level experience, with the added complexity of candidate preference alignment (FTC vs day rate or permanent)
- An **Interim Financial Controller**, requiring immediate deployment, strong rail sector expertise, and the capability to lead and stabilise a finance team

OUR PROCESS

Across all three roles, sector knowledge, speed of delivery, and candidate alignment to specific contractual requirements were critical.

- Veredus leveraged its established position within the rail sector, engaging directly with a broad network of known senior talent while also identifying and approaching new candidates.
- Targeted outreach - both direct and confidential - enabled access to individuals with the required experience, availability, and flexibility to meet the specific constraints of each role.
- A focused and responsive process ensured candidates were assessed not only on capability, but on their ability to deliver immediate impact within a complex operational environment.

OUTCOME

All three roles were successfully filled, providing the client with immediate leadership capability across key functions during a period requiring stability and continuity.

The outcome ensured the organisation maintained momentum and performance, supported by leaders able to operate effectively from day one.

The process delivered:

- **Rapid deployment of experienced interim leaders across different business functions**
- **Strong alignment between candidate capability and role-specific constraints**
- **Continuity of leadership across critical business areas, reducing operational and delivery risk**
- **A Commercial Director who transitioned into a full-time role, demonstrating long-term fit and value**
- **An Operations Director whose contract was extended twice, reflecting ongoing impact and organisational need**
- **Financial Controller who stabilised and delivered effectively through to permanent hire**