



CONNECTING TECHNOLOGY WITH INTELLIGENCE

### Getting to know the client

We have a long-standing relationship with Ged himself. We have worked with him as a candidate and a client and have placed him in several of his previous roles.

After working together on several Finance roles he felt confident in Four's ability to support his search within the HR sector at Matrix IQ and following this we have also supported with Business Support roles too.

### The challenge

Matrix IQ have the ambition to become a world class business and they recognised to achieve this they would need to attract and retain the best talent possible. They understood that without the right people in place the rest of the business strategy was irrelevant and impossible to deliver on.

The right person needed to have a focus on certain aspects of People & Culture, including:

- Delivering the people strategy
- Supporting managers with organisational design
- Driving engagement & wellbeing
- Review employee benefits & salaries

### Achieving excellence

This ambition encouraged them to approach us with the opportunity to hire a People and Culture Manager. They partnered with us and entrusted us to identify the right person for this role. There was a real focus on the responsibilities of this role which allowed us to tailor our search and find someone with the right experience and skills.

## Case Study

Matrix IQ enables commercial auto and transportation insurers to gain a full view of their exposure to road risk. They're bridging the gap between connected technology and intelligent insight by giving businesses the ability to combine all of their telematics & IoT data into one platform.

Contact

**Ged Leahy, CFO**

Role Required

**People & Culture Manager**

Four Consultant

**Gemma Sofield, Head of Four HR**

### Don't just take it from us

*Ged Leahy  
CFO, Matrix IQ*

"Since bringing Ellie on board, we have already seen significant progress on all of these workstreams, with the highlights being the continuation of our journey to B-Corp accreditation and the launch of internal value awards.

Ellie is also ensuring that whilst we continue our growth journey, ESG considerations are at the heart of everything we do."

**3** divisions

used by Ged throughout relationship with Four

**12**

roles filled with Ged across 2 businesses