

Search:

a global business...

Nigel Wright delivers search assignments on a global scale.

These assignments are typically for large, multinational consumer companies and involve the identification and selection of senior 'international' talent for key, strategic roles. >>



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Companies with multinational operations, particularly in emerging markets, are realigning their hiring strategies to take advantage of the evolving global employment market. The era of the short-term expatriate solution for establishing and stabilising an international office is disappearing. Expatriates are staying in overseas markets longer than they used to; incentivised by a positive economic outlook, career development opportunities, greater autonomy and higher salaries.

Businesses also want a different breed of talent today. Experienced, but also highly mobile, multi-lingual and with an intrinsic understanding of the new 'global' economic landscape. And it's not just expatriates they seek to hire; recruiting and nurturing local talent is considered vitally important, as is attracting highly educated, skilled and 'multinational' native talent back home. Regional, non-native managers are also coveted, as companies seek to build regional knowledge but also diversity into their executive teams.

According to Oliver Reed, Senior Manager and Head of Nigel Wright's Executive Search practice in the UK, "The best talent could exist anywhere in today's global economy and as a search and selection firm, having the flexibility and capability to find it is what ultimately makes you stand out in the market." Nigel Wright Executive Search, the search and selection arm of Nigel Wright Recruitment, has a proven track record, with over 20 years experience working alongside the world's biggest consumer brands, helping them to build their capability in domestic and overseas markets.

With an established and integrated network of executive professionals and research teams, fluent in 21 languages, Nigel Wright believes it has a unique offering to today's market. It has no country restrictions and it offers clients a truly global approach to search, by utilising its teams across its network of offices who work together to get the best results. The executive search teams also offer a wide variety of services including individual search mandates, ongoing service agreements, talent pool creation and talent mapping. These services

stretch across emerging markets as well as mature 'western' markets. An assignment involves the deployment of a senior consultant as the single point of contact with a client, who then coordinates recruitment projects on a multi-regional basis.

Working exclusively with consumer companies – typically blue chip but also Private Equity backed, growing businesses – Nigel Wright

talents. For example, a Belgian craft beer manufacturer seeking a USA Country Manager was delighted to hire an experienced, British-American beverage industry professional living in Brussels, seeking to return to North America. "Because we're well networked within that sector and the fact that we took advantage of our holistic knowledge and expertise, within two weeks our consultant had a strong long list of candidates from which to begin the interview process."

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This year Nigel Wright's clients have retained the business to relocate the world's best talent: in the USA, Africa, India, China, Australia, Brazil and Japan. Headhunting outside of Europe always requires exceptional market

intelligence and Nigel Wright has consistently shown an ability to understand territories quickly and establish relevant networks to get results for its clients. Its team of international consultants and researchers has also been able to conduct business in remote places and has faced cultural, linguistic, political and logistical challenges, yet still retained excellent standards of customer service.

According to Reed "Having the capacity to source talent effectively either 'on the ground' or bring in the best talent from the around the world is essential

to support our clients' growth, anywhere in the world."



Executive Search's main focus is General Management, Commercial and Operations (Supply Chain & Manufacturing) roles at the local, regional and group level. Specific discipline specialists exist in all of Nigel Wright's offices and again, these experts share market knowledge with each other as and when it is pertinent for a particular search assignment. As Reed noted, "We have built up a vast amount of internal knowledge of our specialist sector and disciplines, which continues to grow as we embark on new projects in new territories."

Nigel Wright is truly international; however the business takes pride in being effective at the local level, within the countries and regions in which it operates. For Nigel Wright's candidates this means they have the benefit of what Reed calls the 'no silos' approach; once a candidate is identified and registered on the database "they can be immediately represented in any of our markets across Europe and beyond." This kind of seamless operating model tends not to be prevalent among multinational executive search firms. The results are excellent too. Search firms always enjoy telling their most heroic stories and some of Nigel Wright's most recent achievements really showcase the company's