

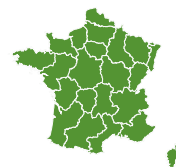
European Executive Search



Overview

Since its formation in the 1980s, Nigel Wright Group has become a leading name in the recruitment industry and regularly fulfils search mandates for clients around the world.





Executive recruitment

Our specialist executive search division delivers search assignments for large multinationals, as well as SMEs and Private Equity backed 'scale-up' businesses and involves the identification and selection of senior domestic and international talent for key strategic roles.

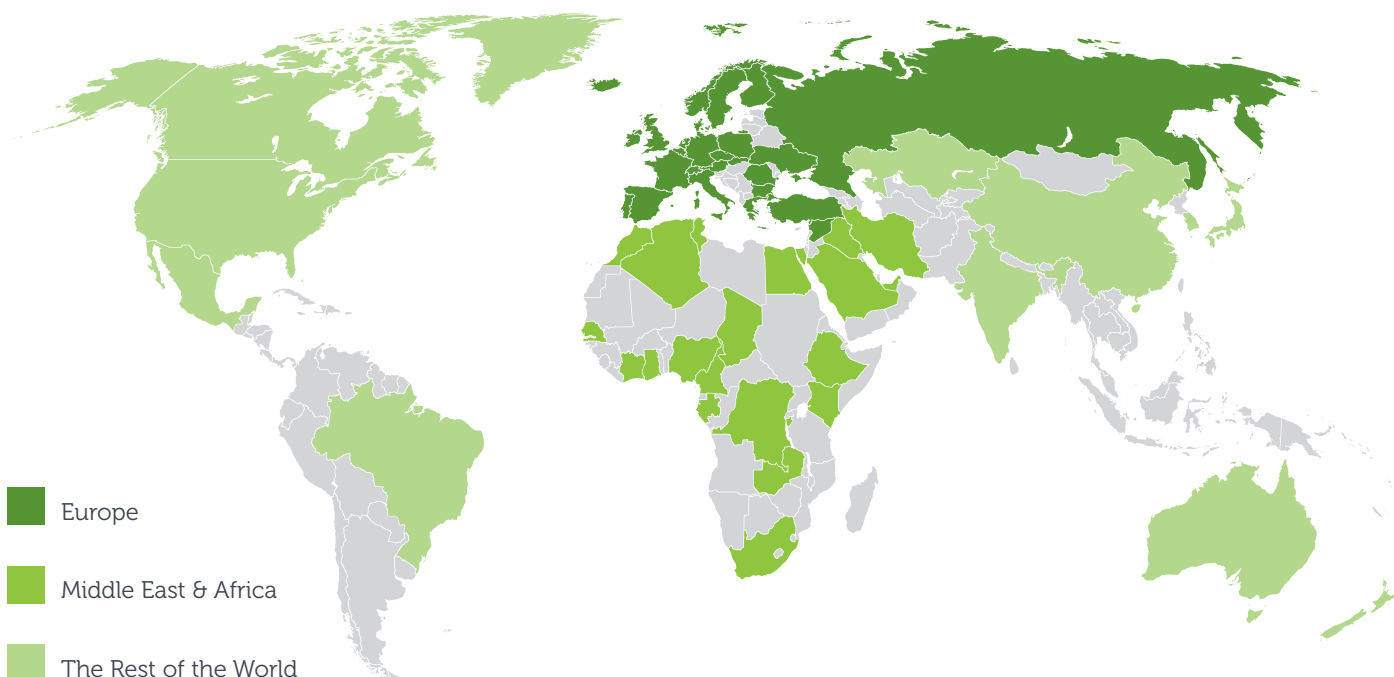
We offer a wide variety of services including individual search mandates, ongoing service agreements, talent pool creation and talent mapping. These services stretch across mature western markets as well as emerging markets.

Our executive team's main focus is C-Level, General Management, Commercial and Operations (Supply Chain & Manufacturing) as well as strategic management and specialist advisor roles at the local, regional and group level.

The reputation and capability of our executive division has grown consistently over the years, due to its proven track record of working alongside firms from significant sectors, helping them to build capability in domestic and overseas markets.



Extending our reach





Unique benefits

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.

With an established and integrated network of executive consultants and research teams, fluent in multiple languages, Nigel Wright has a unique offering in today's market. We have built a vast amount of internal knowledge of our specialist sectors and disciplines, which continues to grow as we embark on new projects.

Our business also has no country restrictions and offers clients a national and global approach to search, by utilising teams across our network of offices, who work together to get the best results.

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 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.

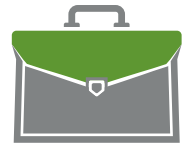
This kind of seamless operating model isn't prevalent among multinational executive search firms. Nigel Wright's deep knowledge of its chosen markets, desire to deliver and 'one team' approach to sharing knowledge and information, means that the business is often selected as a recruitment partner ahead of its competitors.

Executive Search in or outside Europe always requires exceptional market intelligence and Nigel Wright has consistently shown an ability to quickly understand territories and establish relevant networks to get results for its clients, retaining excellent standards of customer service.

Having the capacity to effectively source talent either 'on the ground' or bring in the best talent from around the world is essential to support our clients' growth.



301
DIRECTOR
PLACEMENTS
IN LAST 5 YEARS



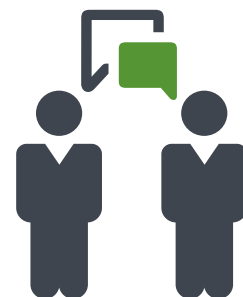
103
BOARD LEVEL
PLACEMENTS
IN LAST 5 YEARS



Global integrated professional network & database of talent



Local/European network & database of talent



Linguistic capability



The placements

Our clients want the best talent, wherever it's based. That's why we have no country restrictions. We offer clients a customised approach to each search assignment - whether it's local, regional or global - our teams work together across our network of international offices, to get the best results.

Here are some notable executive search mandates we have worked on.



CHALHOUB GROUP
Head of CRM & guest experience omni channel



France Managing Director



Country Manager Poland /
Country Manager Switzerland



Sales Director



Purchasing director



Managing Director



Managing Director



Managing Director



Chief Executive Officer



Chief Financial Officer



Responsable de Développement International H/F



Country Manager France



Directeur Usine Bessay



Regional Commercial Director



Directeur Communication



Financial Controller



Directeur Corporate Affaires



Directeur General Chine



Our approach

Each assignment is managed by a specialist, senior consultant who (where necessary) is supported by a multilingual research team. We treat each project individually and tailor the solution to meet the needs of your business.



Understanding

Before any assignment we will take the time to thoroughly understand your business culture, strategic outlook, financial status and operational challenges. We can then advise you with confidence, on the types of skills, qualifications and experience you should consider, in prospective candidates.



Confidentiality

Our clients recognise and rate our discrete service. Because of our credibility in the marketplace as an industry specialist, we are able to search on your behalf without divulging the details of your business.



Research and sourcing

We believe that a research led approach will guarantee exceptional results. We have dedicated research teams responsible for the UK and wider EMEA, Asia-Pacific and Americas regions. By drawing on our comprehensive global network of industry leaders, relevant industry bodies and venture capital houses, we ensure that we are kept fully informed of market movements and trends.



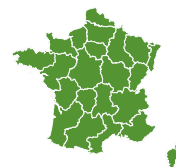
Collaboration

The Nigel Wright “no silos” approach is almost unique in the executive search industry. Our international network of offices works collaboratively on all international assignments, sharing insight into relevant companies, candidates and markets. Once registered on our global database of talent, candidates can immediately be represented in any of our countries and regions. Clients can be assured that projects are managed across borders by experts with local, national and international knowledge and networks.



Advertising

For some clients, understanding the various advertising options that are available is also important - to ensure that a role receives full coverage. We have a portfolio of marketing material that has supported national and global assignments, as well as local knowledge of the most cost effective advertising options across multiple territories.



Networking

We operate extensive networks with professional services firms and industry which helps to strengthen our specialist market knowledge. This network also helps us identify particular candidates who are building successful careers and come to our attention.



Talent Mapping

We offer a robust talent mapping and succession planning service. Our industry-specific expertise means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.



Consultancy

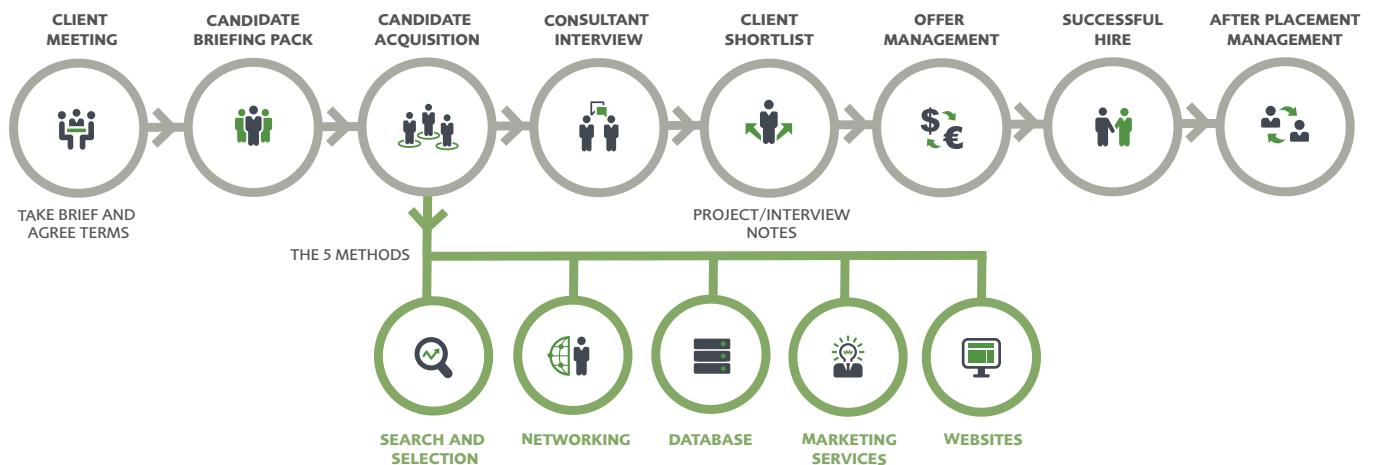
We offer recruitment advisory services to help clients define their optimum structures and recruitment needs for the medium to longer term. This involves a member of our recruitment leadership team spending time in the client's business to understand the issues and advise on the correct structure/recruitment solution.





The process

We have developed a successful candidate identification, acquisition and placement process that reinforces each client's brand alongside Nigel Wright's leading reputation that has been built over nearly 30 years. Our size and structure means that our business is large enough to be one of the leading recruitment firms in the marketplace, whilst remaining small enough to provide a personal service throughout the process where our consultants engage in a close working partnership with clients.



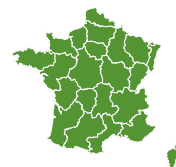
Understanding the brief

Our process starts with clearly understanding all aspects of each client's brief. No single brief is the same as any taken previously so the discussion is tailored to each vacancy that needs fulfilling. This has been outlined in the previous section explaining 'Our approach.'



Identifying candidates

Talented executives with the right attitude and skills are in short supply and are highly valued by their current employers who don't want to lose them. Finding and attracting the right people increasingly requires hard work and the use of expert market knowledge, combined with a variety of sourcing methods. Our three-stage identification process begins with our consultants and researchers developing a research strategy based on the client's brief, then identifying the best candidates to fulfil the role and approaching potential candidates in order to compile a longlist for consideration by the client.



Evaluating candidates

We engage in a rigorous examination of candidates beyond the CV and go into great detail to ensure that we have a full understanding of their achievements. Only the highest calibre of candidate is put forward for client interview. Our commitment is to match expertise and personality with the culture of our clients' business. We produce comprehensive reports for all shortlisted candidates, which clients receive prior to the interview stage.



Executive assessment

Testing and assessment is available to clients who wish to gain further insight into the suitability of prospective candidates. We can provide a range of services that are objective, standardised, reliable and unbiased, including psychometric testing. These methods accurately predict which people have the potential to succeed in your business. The range of services includes: Ability testing, Personality profiling, Motivation assessment, Integrity testing, Design and delivery of assessment centres.



Interviewing and assessment

We will arrange all aspects of the interview including logistical arrangements. We can suggest the most appropriate type of interview to conduct. This could include: structured, chronological, criteria or competency based. Post-interview we will also arrange and conduct candidate references.



Offer management

We will have a clear understanding of the candidate's expectations, which are always aligned with the client's offer. Our consultants can ensure that the best possible terms are negotiated for the client. It is essential that the candidate and client settle on a commercial agreement that suits both parties. If required, we can advise on contracts and employment law.

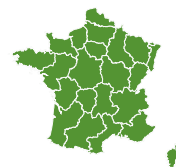




Candidate packs

Our candidate packs provide detailed information about the client company, its place in the market, its culture, the role, location, package and much more. These packs are a tangible item that create a point of difference in the marketplace and have proven to be particularly effective for large, high value recruitment assignments.





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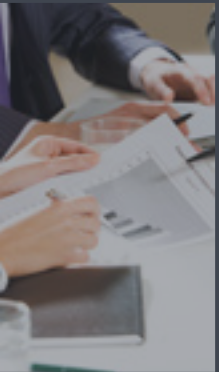
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