

[Global home \(nigelwright.com\)](#)

Since its formation Nigel Wright has become the leading specialist consumer search firm within the industry. We have 23 years experience of bringing together high-calibre candidates and world-class organisations. Our consultants are committed to delivering a quality service, to clients and candidates alike.

About us

Businesses come to Nigel Wright because they expect something more from a recruitment consultancy service. It probably won't surprise you to learn that we've earned a reputation as a leading provider through our professionalism, attention to detail and naturally, through our results.

Our philosophy is simple, yet effective. To provide you with outstanding individuals who share your ethos and who suit your requirements perfectly, we must thoroughly understand your business and your needs. Every appointment you make should strengthen your business. This is why we have chosen our own people carefully; only selecting consultants that have experience gained from within the sectors they represent. We can therefore be sure that they will use their unrivalled expertise to make successful appointments, in a range of key disciplines in your sector.

Our service is distinctly different from any of our competitors because we have the unique ability to think just like you.

Vision

Our vision is to continue to build a secure, socially responsible, and sustainable organisation of international acclaim. Outstanding customer service and innovative solutions make us the best at what we do; the leader in our markets and a great place to work.

Capability

Nigel Wright provides insight into a specific marketplace wherever that is in the world. We give our clients the opportunity to access global talent and we are able to provide strategic input based on market intelligence. We see our involvement with your company as a strategic business alliance, enabling your company to assemble exceptional teams.

With teams strategically established through a network of international offices, global linguistic capability and globally mobile we regularly complete assignments for our clients in any continent. We have recently completed assignments in the Middle East and Africa, Asia and North America.

- **GLOBAL DATABASE OF TALENT**

We can find the best candidates from anywhere in the developed world. If you require a pan European or a global search, we have the candidates and contacts in your markets to get the results you need.

- **LOCAL DATABASE OF TALENT**

We have native consultants present in each of our key territories. They all have strategic relationships with managements up to board level executives that extend over a number of years. This gives us an in-depth knowledge of your national talent pool

- **LINGUISTIC CAPABILITY**

A multi-linguistic capability is essential in today's global businesses environment. We cover 21 languages including all European through to Arabic and Japanese.

- **CONSUMER INDUSTRY SPECIALISTS**

We are the largest specialist recruiter for the Consumer sector. We have over 100 international consultants communicating to the market on a daily basis; building a powerful network of clients and candidates.

- **ALL FORMS OF RECRUITMENT**

We offer our clients executive search and selection, headhunting, professional networking, database searching and press and online web advertising.

- **SALARY LEVEL**

We recruit at two levels on a permanent and interim basis: management) and executive. All projects would be managed by a senior consultant, Manager or Director, where applicable.

- **DISCIPLINE**

We recruit across various disciplines ranging from Finance, HR, Operations / Supply Chain, Commercial / Marketing & General Management.

- **Talent mapping services**

Nigel Wright Recruitment offers a robust talent mapping and succession planning (TMSP) service. Our expertise in the consumer sector across the World means that we can provide our clients with an in-depth analysis of how

their organisational capabilities compare to others in the sector. We can then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.

Expertise

Nigel Wright specialises primarily in the appointment of commercial, operations and support professionals for national and international consumer products and services companies across the globe. Our business has evolved with the consumer sector and we now service clients across a range of industries including FMCG, Durables, Utilities and Online around the world.

Our experienced consultants handle appointments covering all core and support roles from junior management through to directorship level, both on a permanent and interim basis. Our industry focus allows us to advise our candidates and clients more accurately, building up a complete picture of the market on a local, national and international level and responding appropriately to industry trends by maintaining beneficial relationships with trade and professional associations.

Consumer Products and Services

Consumer Products

Nigel Wright Recruitment specialises in the appointment of commercial, operations and business support professionals for national and international consumer products companies. Our business has evolved with the consumer sector and we now service clients involved in consumer products across a range of areas including FMCG, Consumer Durables, Utilities, Media and Digital products. We understand the differences between premium and luxury, on and off trade, chilled and ambient, high street and high end and this means we find you people that will immediately understand your business.

FMCG

Encompassing everything from food and drink, cosmetics, cleaning and personal hygiene to fashion, healthcare and fuel, the consumer goods industry is vast. Economic growth depends on successful FMCG businesses creating innovative products that appeal to consumers. As one of these businesses, you'll need intelligent, hard-working and creative employees if you're to succeed in today's highly-competitive global market. Many having worked in the FMCG industry previously, our team of specialists understand the sector from your perspective. This is what sets us apart from other recruitment consultants and enables us to select the 'best talent in the business' to join your organisation.

Consumer durables

The ownership of consumer durables continues to increase around the world and every year, more consumer products become integral features of everyday life. Washing machines and microwaves have been joined by mobiles phones and broadband connections; this evolution of innovation makes the sector one of the most dynamic to work in. It's a sector that demands the best from its employees and Nigel Wight has a track record in delivering the highest quality candidates to consumer durables companies across Europe and beyond.

Utilities

The utilities sector embodies many of the elements central to the consumer society such as competition, loyalty and choice. To be successful in the sector requires the skills and knowledge to intimately understand and influence consumer decision making.

Nigel Wright Recruitment can provide you with the right people to succeed in the utilities sector. Whether you're looking for a marketing expert to define your strategy or a sales leader to encourage customers to switch, we offer a robust identification and selection service that ensures you are provided with the best shortlist every time.

Media and Digital Products

Consumers today interact with a host of online and offline media for a variety of reasons: whether it's to connect with each other; for personal entertainment or to keep up to date with global events, consumers rely on a range of media and digital products, everyday. Following the consumer's lead, Nigel Wright Recruitment's commitment to serving those engaged in the consumer sector has seen the business work alongside a range of media and digital clients including publishers, networking websites, online retailers and computer games developers. We believe that our clients in these 'truly global' industries need the best minds to take on the challenges within these exciting and constantly changing environments.

Consumer Services

Nigel Wright Recruitment specialises in the appointment of sales, marketing, operations and business support professionals for national and international consumer services companies. Our business has evolved with the consumer sector and we service clients involved in consumer services across a range of industries including E-commerce, Finance, Property, Travel, Leisure and Retail.

E-commerce

Since the first consumer 'online' transaction in 1984, e-commerce has become associated with practically every consumer need. Nigel Wright Recruitment has embraced the online world, working with a variety of clients in this broad industry sector.

Our innovative approach to recruitment involves complimenting the traditional recruitment methods such as searching our extensive database, job boards, advertising, and executive selection with 'tech savvy' methods such utilising social networking and other online forums to build relationships with and identify the best talent available. At Nigel Wright, our dedicated researchers are constantly updating our extensive list of jobseekers and our exacting requirements mean that only the top 25 per cent of applicants make it through our quality control procedures.

Finance & Property Services

The finance and property services industries encompass a broad range of companies involved in banking, real estate, insurance, asset management, savings and loans. These companies compete in essential consumer markets and require people who understand the importance consumer trust, loyalty and service. Nigel Wright Recruitment is able to effectively assist its finance and property services clients' with recruitment. Whether you require customer acquisition experts, customer service managers or operations directors, you can be confident that Nigel Wright consultants will provide you with the right solution, saving you time and money in the process. Our consultants attend various industry functions to make contact with potential candidates and even organise seminars and workshops aimed at specific skill groups. This means finding the best talent around is even more likely.

Retail

Shopping is ubiquitous – it is a pastime shared by every culture in every country in the world. As we progress through the 21st century, retailers are becoming more and more sophisticated in their methods of attracting consumers and persuading them to spend their money in-store. Consumer spending is a key indicator of economic performance and therefore getting the message, the environment, and the space of shopping 'worlds' absolutely right, is essential to the overall service experience. With over 20 years of working with high street retailers, Nigel Wright Recruitment has an extensive network of retail professionals. From category specialists, to in-store analysts' right up to CEO and board level, we can provide our clients with excellent candidates and in-depth market insight. Our retail specialists will not abandon you or your new recruit once interviews are over and an offer of employment has been made. Nigel Wright will continue to work with you through the referencing stage and beyond as the chosen individual takes up their new post.

Leisure, Travel & Tourism

The leisure, travel and tourism industry covers a diverse range of products and services and is one of the fastest growing sectors in the world. It is, however, a sector that requires constant innovation to attract new customers. Whether you're in gaming and casinos, travel, spas hotels, pubs or restaurants highly effective sales, marketing and operations people are essential to your success. Nigel Wright Recruitment is able to produce top level candidates that know how to manage the rapid transitions that are required to be succeed in this sector. Our consultants take the time to get to know our clients' needs before creating a bespoke recruitment strategy that works.

People

Nigel Wright - CEO

Nigel, a qualified accountant started the business in 1985, since then he has seen it grow from a specialist recruiter based in North East England to become a truly international business. He has driven this growth through hiring his own exceptional team and through a robust strategy that has seen the business out-perform the market in recent times.

Jon McNeish - Group Executive Director

Jon is a member of the Nigel Wright Consultancy Ltd. Executive Board. He is strategically and operationally responsible for Nigel Wright Consultancy's 'Consumer Group' companies, globally. Jon has been with the business since 2000 and established the Food and Drink and Consumer Divisions within Nigel Wright.

Jon has specialised in executive search and selection for over a decade where he has worked with many of the worlds leading Consumer groups as well as a portfolio of dedicated international consumer private equity, venture capitalists and corporate finance houses, building teams for 'Management Buy Ins' and 'Institutional Buy Outs'. He currently recruits at executive board level for global consumer businesses in all of our regions.

Before entering the industry, Jon qualified as a consultant surveyor advising public and private sector clients. At the start of his career he played professional rugby for six years, which included a number of representative caps.

Mark Simpson - Group Executive Director

Mark is a member of the Nigel Wright Consultancy Ltd. Executive Board. He is responsible for all aspects of Nigel Wright's market-leading regional business in the North East of England. This involves the leadership and development of the brand through teams across Finance, IT, HR, Operations, Built Environment, Sales & Marketing, Scientific and Executive recruitment. Mark also heads various strategic projects across the Nigel Wright Group.

Mark has specialised in executive and non-executive recruitment for a number of years across public, private and third sector organisations. He has developed multiple new recruitment markets from scratch.

Mark graduated with a Masters in Engineering from UMIST and completed various positions within the manufacturing sector prior to joining Nigel Wright in 2000. Further professional development whilst at Nigel Wright includes completing Cranfield University's prestigious Business Leaders programme. Outside of work, Mark is kept busy with his four young children, annual ski trips and in his role as a trustee for a local charity.

Chris Bone - Senior Manager, Switzerland

Chris is part of the international management team at Nigel Wright. Since May 2011 Chris has been responsible for developing the Nigel Wright Business in Switzerland. He previously helped to establish and then manage Nigel Wright in France. He recruits exclusively in the consumer goods and services sector for middle management to executive board level.

Chris first joined Nigel Wright in 2003 as a consultant specialising in the UK food and drink industry, and was instrumental in helping to grow our food and drink recruitment practise. He then joined Michael Page in Geneva, where he launched the businesses Sales and Marketing and Healthcare and Life Sciences divisions in Switzerland, before returning to Nigel Wright in 2008.

Chris holds a master's degree in Russian and East European Studies from University of Oxford and a bachelor's degree in Journalism and History from Boston University in the United States.

Yann Fessard De Foucault - Senior Manager, France

Yann Fessard de Foucault is part of the international management team at Nigel Wright. Based in Paris, Yann is responsible for developing the Nigel Wright business in France, the Middle East and Africa.

Prior to joining Nigel Wright in 2011, he spent twelve years with Michael Page in Paris where he managed the Finance and Accounting team as well as establishing the IT and Interim Management divisions. Yann has built strong relationships across various industries within the consumer market and has recruitment experience from middle management to executive level, having recruited for sales, marketing, operations and corporate positions.

Before entering the recruitment industry, Yann qualified as a Controller at Jardine Thomson Graham in Paris. Yann holds a Master's degree in History from Sorbonne University and a diploma from a French Business School of Management in finance.

Lars Herrem - Senior Manager, Nordic Region

Lars Herrem is part of the international management team at Nigel Wright. He is responsible for the Nordic Division with teams covering Norway, Sweden, Denmark and Finland. Lars recruits at Senior Management and Executive level across the region and other international Markets. Leading several large projects, Lars has built a strong reputation for delivering outstanding candidates to a number of local and multinational blue-chip companies within the European Consumer sector.

Since joining Nigel Wright in 2005, Lars has built strong relationships across various industries within the Nordic market. Lars specialises in executive search and headhunting as well as FMCG category insight, employer branding, organisational development, restructuring, business and talent development. He has completed a Bachelor and Master's Degree in Marketing.

Lars is originally from Norway, and at the age of 21 was elected as an MP for his local area where he became involved with development projects across his region. Prior to joining Nigel Wright, Lars worked for a global outsourcing business responsible for talent acquisition across its largest site in the UK.

Andrew Mears - Senior Manager, Benelux & Iberia

Andrew Mears is part of the international management team at Nigel Wright leading teams in the Benelux and Iberian countries. He has 15 years experience in human resources, recruitment and executive search.

Since joining Nigel Wright in 2005, Andrew has successfully completed a variety of international recruitment and talent acquisition projects in Europe, USA and Asia for global consumer brands. He recruits exclusively at management and executive board level.

Prior to joining Nigel Wright, Andrew worked in Human Resource Management gaining valuable experience in professional services, consumer retail and automotive manufacturing. Andrew holds a degree in Business Management from Newcastle University and a Post graduate Diploma in Human Resource Management.

Away from work Andrew is married with a young daughter. *He is a Newcastle United season ticket holder.*

Peter Neal - Senior Manager, North East England

Peter is a Senior Manager within Nigel Wright's North East Business. He has played a significant role in establishing our recruitment business in the North East, wider UK and France. Peter currently manages the executive, commercial and operations teams in the Nigel Wright's North East Business.

Peter started his career at Kier Group as a graduate management trainee having gained a BEng (Hons) from Newcastle University. In 1990, he completed an MSc and attained Chartered Engineer status. After several years working with a number of capital equipment manufacturing companies as a Commercial Project Manager, Peter seized the opportunity to join Nigel Wright in 1998.

Sue Ormerod - Senior Manager, North East England

Sue Ormerod is a Senior Manager within Nigel Wright's North East Business and is responsible for the recruitment of IT Directors and Senior IS Managers for clients throughout the North of England. Sue has over 20 years experience in professional recruitment.

Sue joined Nigel Wright in 2002 to establish IT recruitment within the North East Business and also led the formation of the North East Interim Business in November 2008. Before embarking upon a career in the recruitment industry, she worked in retail management and helped set up and manage a flagship store for a national food retailer.

Sue has worked with a broad range of public and private sector clients and has led a number of high profile recruitment projects. She has also organized and managed numerous promotional events for clients. She currently facilitates the bi-monthly North East IT Directors Forum, where IT leaders get together to debate issues and trends in the IT industry and in IT leadership.

Oliver Reed - Senior Manager, UK

Oliver Reed is part of the international management team at Nigel Wright. He joined the business in 2001 to set up the Consumer Division within the UK. Over the past 10 years he has grown the team to 25 search consultants and been a key part of Nigel Wright's growth into international markets.

Oliver specialises in working with Food and beverage manufacturers of private label and branded products. His particular area of search expertise includes commercial, marketing, sales and general management at Board level.

His clients include the full range of plc, private and private equity owned businesses. He previously led the firm's consumer durable operation across Europe. Oliver is a Graduate in Business Studies from the University of Newcastle upon Tyne.

A sportsman in his younger days (Luton Town FC youth team), Oliver now enjoys playing and watching football, cricket and rugby at a local level.

Stephan Renken - Senior Manager, Germany

Stephan Renken is part of the international management team at Nigel Wright. He joined the business in 2011 and is responsible for the German Consumer Search Division. He recruits exclusively at senior management and

Executive Level across Germany and other International Markets. Stephan has extensive experience as a Recruiter and Executive Search consultant in multinational environments (working and living the Netherlands, Scandinavia, Germany, Poland and USA).

Media & Resources

News

As a fast moving business we are constantly striving to improve our service to both our internal and external customers. Consequently our news section does not set out to record every press release we send out but aims to highlight the things that we think are important and relevant to both our clients and our staff.

Advertising

When an assignment merits a creative search solution we can take advantage of our in house marketing and design team who will manage the whole process for you from developing a campaign, designing the content and media planning through to mailing out or placing an advertisement. We regularly create candidate packs and client micro sites to highlight roles for our clients.

Downloads

Please find below our latest company newsletters, reports and updates in a downloadable PDF or Microsoft Word format.

Work for us

We are a market leading business that has gained a reputation for hard work and success. This reputation is built on the direct actions of our consultants, whom we allow to operate with independence and in their own style. To be successful at Nigel Wright you will need to be credible in front of our customers, understand and assess their situation by being interested in them and in what they tell you, this will allow you to deliver a solution that exactly meets their needs. Throughout your career we will train and develop you, how far you progress will be up to you.

CV submission

By sending us your CV through our website, it will be directed to an appropriate consultant dealing with your specific discipline and sector. If we can help, we will be in touch to arrange a meeting to discuss your needs in more detail.

International network

Feedback form

Nigel Wright Recruitment is committed to continuous customer service.

As the founder and CEO of this business I know all too well that excellent customer service has been one of the key pillars to our success. As any business grows it is easy to lose sight of what good customer service looks like and so I personally want to hear from you whether you have received excellent customer service or if you think we could have done more for you. Emails sent via this feedback loop will be directed to me to read, I will aim to take appropriate action in response to your feedback within 48 hours.

Nigel Wright
CEO

Timesheets

Nigel Wright Time sheet redirection page
you will be redirected in 5 seconds, if not please click on the link below.

Register for alerts

Get the latest jobs by email...
Create an email alert so you are the first to hear about jobs that match your requirements.

Candidates

Landing page

At Nigel Wright we believe that everyone should have a clear idea of where they want to be in their career. However, we also know that sometimes you need a little help in taking the right direction. So once you have registered your details online, one of our experienced consultants will assess what you need to help your career to progress before arranging a face-to-face meeting to discuss the best way to move things forward.

Advice to candidates?

What We Will Do For You

As a candidate you can be sure of our discretion and confidentiality throughout every stage of the recruitment process. We will make sure that you are kept informed of all developments and that you are always fully briefed before you attend an interview. To make sure that you get as much as possible from every interview, we always ask for feedback from employers so that you can learn from and build upon the experience.

Representing Our Candidates

When we act on your behalf we think of ourselves as your ambassador, and as such we operate the highest possible standards of service. We think that it's important that you experience an excellent service at all times, even if your application isn't successful. We handle all correspondence on your behalf, saving you valuable time.

The Interview Process

We will provide you with a full briefing of the role, the company and the process to expect. We only put candidates forward for roles that they are interested in and capable of undertaking. Should a candidate be rejected at this stage the rejection is given verbally and the reasoning behind our decision is always fully explained as a guide for future applications.

Candidate Feedback

Applying for a new position involves a huge investment of time and effort. We make sure that we provide comprehensive feedback to candidates following the interview stage. This is important as the information we give will help us to prepare you for the next stage, or move your job search forward in a positive way. Naturally we feel that every stage of the recruitment process is vital, yet we consider the offer management stage crucial. We pride ourselves on being able to manage this delicate stage professionally while remaining unbiased. We often act as a bridge between client and candidate and we will negotiate on your behalf to ensure that an agreement is reached which suits both parties.

Referencing

We provide a referencing service to our clients, who will receive a report detailing your education and professional qualifications, as well as your key competencies for the role. This gives them an excellent all-round perspective on your background and provides them with reassurance that we have found the right person for the right position. You will, be treated with complete respect at all stages of this process and can also take comfort that we carry out these checks. Confidentiality is of great importance to us; your details will only be shared with a company in the final stages of the offer process.

Post Placement

Even after the placement is agreed, our job is far from done. We arrange a post-placement review meeting when we can discuss the entire process. The process is important to us as we ask for and act on candidates' comments, building a continually better experience with each appointment.

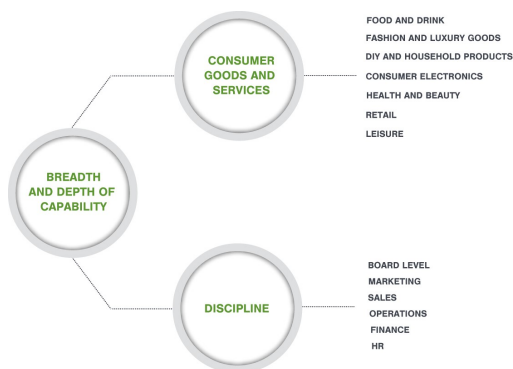
CV submission as above

Job alerts as above

Employers

Landing page

Nigel Wright provide insight into a specific marketplace, we give our clients the opportunity to access global talent and we are able to provide strategic input based on market intelligence. We see our involvement with your company as a strategic business alliance, enabling your company to assemble an exceptional team both through effective recruitment and talent mapping activities.



NB add IT to diagram, consumer products and services – for diagram

Why Nigel Wright? (This section is a repeat)

GLOBAL DATABASE OF TALENT

We can find the very best candidates from any where in the developed world. Many of our short lists have contained multinational profiles from all continents, unless otherwise requested.

LOCAL DATABASE OF TALENT

Our native consultants are present in each of your key territories and have an in-depth knowledge of the national talent pool, from management through to executive level, with relationships stretching across a number of years.

LINGUISTIC CAPABILITY

Our multi-linguistic capability is essential in today's international working environment. We cover 21 languages including all European through to Arabic and Japanese.

CONSUMER INDUSTRY SPECIALISTS

We are the largest specialist recruiter from within the Consumer sector and as a result, have over 100 international consultants communicating to the market on a daily basis, which creates a thorough and powerful network for our clients and candidates.

ALL FORMS OF RECRUITMENT

We offer our clients all the available mediums of recruitment from Executive search and Selection, Head hunting, professional networking, database, press and online web advertising.

SALARY LEVEL

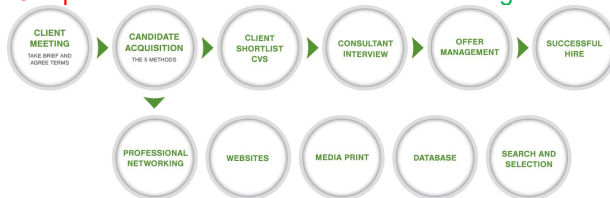
We recruit at 2 levels both on a permanent and interim basis; management and executive the projects would be managed by senior consultant, managers or Directors where applicable.

DISCIPLINE

We recruit across various disciplines ranging from Finance, HR, Operations / Supply Chain, Commercial / Marketing & General Management.

Our process

1. Our process words in circles need translating



2.



- Each assignment is managed by a specialist consultant who will bring experience, depth of knowledge and insight into the recruitment process.
 - We treat each project individually and tailor our solution to meet the needs of our clients and customers.
 - We keep our clients fully informed throughout the process with either face-to-face meetings or telephone updates. In the same way that we understand the industries our clients operate in, we also aim to understand our clients themselves on a far deeper level.
 - Before commencing any assignment we ensure that we fully understand your company, including your strategic position, financial status and any operational issues
 - What part this person will play within their business
 - Include questions and offer the appropriate advice on the scope of the role and person specification to make sure that we bring the right person to the job
 - Offer our advice on the job specification, person specification or even remuneration.
- By investing time at the start of the process we know we will be able to offer a more successful end result.

3.



At this stage we will advise on the most appropriate method of attracting exactly the right candidate for the position.

Made of 5 methods:

Database search

Search and headhunt

Media and print adverts

Online adverts

Professional networking

4.



We engage in a rigorous examination of each person, looking at their core competencies and management capabilities.

We go into great detail to be sure that we have a full understanding of their achievements documented by financial facts and figures.

We will ensure that our client's needs correlate with the experiences and capabilities of our candidates.

Only the highest calibre of candidate is put forward for client interview.

5.



We meet our clients in person to deliver our shortlist and the supporting notes we make on each candidate. Our views are balanced and objective outlining a candidate's strengths as well as any possible reservations for further investigation.

At this stage client interviews are arranged with the agreed shortlisted candidates. To provide continuity, the relevant Nigel Wright consultant can also sit in on the interviews. Before their interviews all candidates are provided with an information pack as well as being fully briefed on the process.

Should the client have any concerns we make sure that they are highlighted to the client prior to the interview. Our approach ensures that both parties get all they can from the experience

6.



We will have a clear understanding of the candidate's expectations, which will be 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.

7.



Case studies –see separate document

Media & Resources

News

As above

Opinion

As above

Advertising - Richard

Downloads - Richard

Work for us

As above

Vacancies

As above

CV submission

As above

Contact us

Feedback form

CV Submission

Timesheets

Register for alerts

Testimonials – See separate spread sheet

Additional translations:

Global brands – global opportunities

Retail giants to financial institutions let us help you find your dream job

Our focus on quality is one of the many factors that puts us ahead of our competitors

Nigel Wright know people are a companies biggest asset.

Make a splash with your next move

Welcome to Nigel Wright global recruitment consultants

Additional words for website translation.

Visit global site

Job alert

Change location

Change language

Candidates
Employers
Media and resources
Our areas of expertise
Industry news
Send us your feedback – how are we doing – click and let us know
Global Brands Global Opportunities
Overview
Featured downloads
Register for job alerts
Want the latest job updates – get them here now
Work for nigel wright – register with us now – upload your cv here
Latest vacancy
Back to people
Search all vacancies
Upload your cv
Chose file
Your discipline
Job details
Salary expectations
Your details
Name – surname
Why Nigel Wright
Our process
Case studies

Working for us
Current vacancies
Our advertising work
Opinion
Select a gallery