

# Africa

Global Recruitment · Global Brands · Global Success





# The Facts & Figures

An overview of Africa's economic growth, key sectors and market development.

## Key Sectors:

Key sectors driving growth are telecommunications, banking, retail, construction, agriculture and resources.



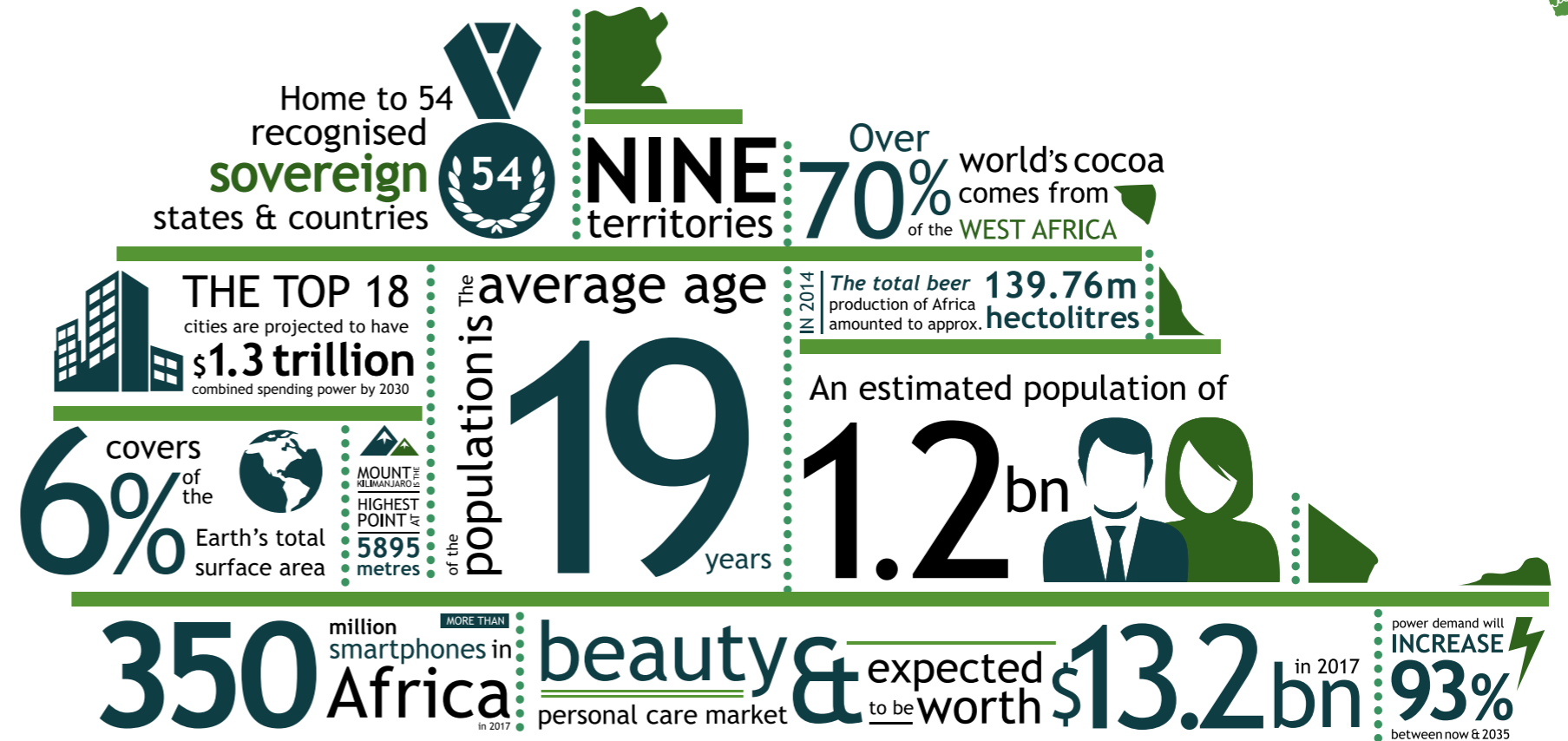
## Top consumer markets:

Top consumer markets by 2020 will be food and beverages, housing, non-food consumer goods, health care, telecommunications, banking and education.



## Largest consumer markets:

By 2020 the largest consumer markets will be Alexandria (Egypt), Cairo (Egypt), Cape Town (South Africa), Johannesburg (South Africa) and Lagos (Nigeria).



“Nigel Wright Group looks forward to working with you in Africa.

We are a leading, global specialist recruitment company with an excellent reputation for the highest levels of customer service. Our brand is synonymous with expertise, knowledge and strength in its markets.

Our journey started in 1988 and we now serve a global client base from offices across Europe, the Middle East and Africa. We have been present in Africa for over five years and our specialist team have extensive knowledge of working and operating across this diverse continent.

We would be delighted to provide further information about our capabilities and seek to develop a long and prosperous relationship with you and your team.”

Paul Wilson, CEO at Nigel Wright, 2015



# Our Values

Nigel Wright is committed to offering outstanding customer service across all of its markets. Collecting valuable customer data gives us a strategic advantage in the marketplace by allowing us to identify any issues and then make immediate improvements, across all areas of our business.

Beyond the hiring process, we regularly publish thought leadership reports and organise events focused on a range of issues and trends that are impacting businesses.



### Passion for Winning

Through our competitive spirit and desire for accomplishment we aim to be recognised as the best at what we do and we are driven to constantly improve how we perform.



### Working Collaboratively

We recognise that the best solutions can be reached through team work and believe in developing and enabling our international teams to work closely together to achieve the best results.



### Integrity

Honesty and openness are embedded within our organisation. We want our people to always try to do the right thing and be straightforward with each other and with our customers.



### Service Excellence

Our industry is essentially driven by customer experience and we acknowledge that striving to be excellent in customer service is key to our future success.

“Our reputation is built on the direct actions of our people, whom we allow to operate with independence and in their own style. They make us a secure, socially responsible and sustainable organisation of international acclaim, as well as making our company a great place to work.”

Nigel Wright, 2015

# Research Process

Invaluable market research that informs strategic decisions beyond the hiring process.

**Nigel Wright has an impressive team of researchers supporting our expert consultants. Our researchers can conduct worldwide research and together have fluency in over 20 languages.**

Research is the first stage of an executive search assignment. Together with our client we will jointly identify businesses where it is believed the right kind of people will exist. Our researchers will then target those companies, with the aim of finding and teasing out the right kind of talent before approaching them with an opportunity.

We offer a robust talent mapping and succession planning (TMSP) service. Talent mapping is a strategic service that is used by businesses to plan for short, medium and long term talent acquisition. It is used by companies to ensure that a recruitment process doesn't just result in a quick hire, but can deliver a number of strategic talent acquisitions over a prolonged period of time.

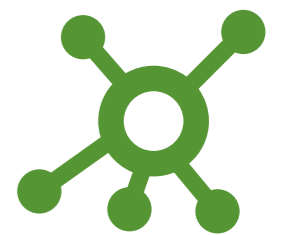
Our sector expertise across the world means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We can then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and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



Worldwide Search



Over 20 Languages



Extensive Network

“Confidentiality of research is of paramount importance and as such our clients recognise and rate our discrete service.”

Nigel Wright, 2015



# The Way We Work

We will take the time to thoroughly understand your business culture. We engage in a rigorous examination of candidates beyond the resume to ensure that we have a full understanding of their achievements.

## Executive Search

### Understanding

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

### Talent Mapping

Our expertise in numerous sectors across the world means that we can provide an in-depth analysis of how organisational capabilities compare to others in the respective sector.

### Research & Sourcing

We have dedicated research teams covering over 20 languages. Drawing on our comprehensive global network of industry leaders we ensure that we are kept fully informed of market movements and trends.

### Confidentiality

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

### Advertising

Our multilingual teams have produced copy in various languages. We have a portfolio of marketing material that has supported global assignments, as well as local knowledge of the effective advertising options across multiple territories.

### Interview & Evaluation

We engage in a rigorous examination of candidates beyond the resume 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.

### Client Interviews

We will arrange all aspects of the interview including logistical arrangements. We can suggest the most appropriate type of interview to conduct. Post-interview we will also arrange and conduct candidate references.

### Market Intelligence

During the search process our team of consultants and researchers collect valuable market information. These reports include feedback and opinions on the role and industry sector trends, competitor analysis and salary benchmarks.

### Offer Management

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.

### Executive Assessment

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.

# Consumer Division

## Specialising in consumer industry recruitment

Our business has evolved with the consumer sector and we now service clients involved in consumer products and services across a range of areas.

Nigel Wright specialises in the appointment of commercial, operations and business support professionals for national and international consumer products and services companies. We understand the differences between premium and luxury, on and off trade, retail and wholesale, chilled and ambient; this means we can find you people that will immediately understand your business.

### Key Specialisms

Food & Beverages

Information Technology

Agro-business

Personal Care

Telecommunications

# Energy & Infrastructure

## Trusted recruitment partner to the global Energy sector

We cover a broad range of energy industry areas including oil & gas, renewables, nuclear & power, process & utilities and mining & minerals.

Our clients are diverse and range from local niche suppliers to multi-national, global leaders.

Our division boasts strong industry relationships, an ever growing database of the best in-demand candidates and a growing team of consultants, all of whom have a long tenure and great experience working within the industry.

We have an intimate understanding of the trends that are impacting the sector and can advise clients on key strategic areas that go beyond the hiring process.

### Specialisms

- Oil & Gas
- Renewables
- Nuclear & Power
- Process & Utilities
- Mining & Minerals



# Our Clients

We have won retained work in all six continents, across 29 international territories. Many of Nigel Wright's international clients have planned for the future by seeking to achieve long term growth in emerging markets. Some of our recent clients include:





# Reasons To Choose Us

For over two decades we have employed a robust, research led search process, to identify and secure talent around the globe for some of the world's leading companies. In 2015, we have placed eighteen CEO and MD level placements and have worked with clients in South Africa, Gabon, Nigeria, Morocco, Algeria, Burundi, Ghana, Cameroon, Kenya, Chad and the Ivory Coast.

Since its formation in the 1980s, Nigel Wright Group has become a leading, global specialist recruitment firm. We have a strong international network of senior contacts that can advise on projects across geographies or industries.



## various disciplines

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



## long term view

We take a long term view on all our business dealings and truly value the importance of developing highly personalised and effective relationships.



## available mediums

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.



## advertising

We don't rely on advertising – we know that the best candidates can come from direct headhunting and referrals so we channel our time accordingly.



## local database of talent

Our international consultants are able to source the best candidates available and have in-depth knowledge of talent pools, from management through to executive level, with relationships stretching across a number of years.



## global database of talent

We can identify the best candidates anywhere in the world. Our shortlists often contain multinational profiles from all continents.

# Our Team

Our consultants are committed to delivering a quality service to our customers, clients and candidates alike.



### Wladimir Topaloff, Associate Director

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Wladimir is a recruitment professional with over 10 years' experience working in both Africa and Europe. He started his career in 2005 working for Credit Agricole in Gabon where he was responsible for Marketing and Communication disciplines. He was then assigned by Diageo to lead the Gabonese market. In 2010, Wladimir was hired by Michael Page to join the Africa team based in Paris. Here, he focused on C-level and Top Management professionals in a number of different industries including FMCG, Telecom, IT, Retail, Healthcare and Pharmaceutical.

Wladimir joined Nigel Wright in May 2015 to lead our Middle East & Africa division. His approach is dedicated to building professional, long term relationships with candidates, clients and colleagues. He has expert knowledge of the African market.



### Fadoua Yaqobi, Consultant

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Having begun her career with Groupe Jeune Afrique, headquartered in Paris, Fadoua was the Regional Manager and head of Business Development of several countries and regions in Africa. She joined Nigel Wright to continue the firm's growth within the international markets and in particular to develop the Company's Africa proposition. She has a Master's degree in Economic Intelligence and can speak French, English, Arabic and Chinese.



### Eylem Emiroglu, Senior Consultant

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Eylem has focused on the emerging markets for the duration of her career in executive search and has a wide network in Turkey, CIS, MEA and LATAM. Having travelled to & delivered in jurisdictions ranging from Nigeria, Ghana, Egypt, UAE, Turkey, Iraq and Iran, Eylem has hands on knowledge of the markets in which she operates.

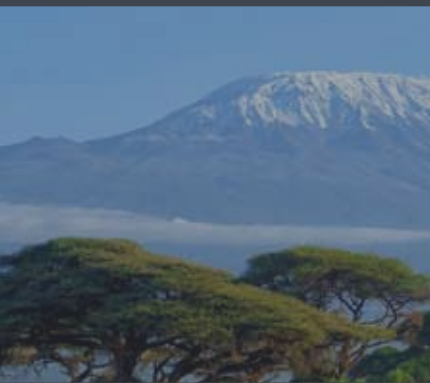


### Hoody Lymon, Consultant

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Hoody joined Nigel Wright to continue the firm's growth within the international markets and to develop the Retail and Luxury Division. He has worked in multiple regions including Europe, the Middle East, Africa and Asia-Pacific, with a particular focus on executive positions.

Hoody has 10 years' experience in the executive search field and prior to joining Nigel Wright worked for Odgers Berndtson and DOUGE International. He is fluent in French, English, Italian and Portuguese, having been raised and educated in Cote d'Ivoire, the United Kingdom, France, Italy, Switzerland and Brazil. He has a working knowledge of Spanish. Hoody has an MBA in International Management and a Master's Degree in Human Resources management.



  
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