

Nigel Wright Recruitment

Candidate pack







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CEO statement

At Nigel Wright we have a high demand for outstanding people to support our international growth.

We welcome those who have previously worked in recruitment as well as those seeking to enter the sector. Having knowledge of recruitment or indeed a specific discipline and industry sector, gained through experience, is obviously attractive to us. But above all else, we seek talented and enthusiastic people capable of further strengthening our position as a world leading search and selection company, regardless of how many years and indeed what type of experience they can bring to our company.

We offer great careers at Nigel Wright along with management training and development programs and opportunities to progress into senior leadership roles and travel and work in other countries. Nigel Wright isn't just another recruitment company, but rather a global brand associated with striving to be the best it can be. In joining our business, you have our guarantee that we will do all we can to help you succeed in your career.

PAUL WILSON

CHIEF EXECUTIVE OFFICER

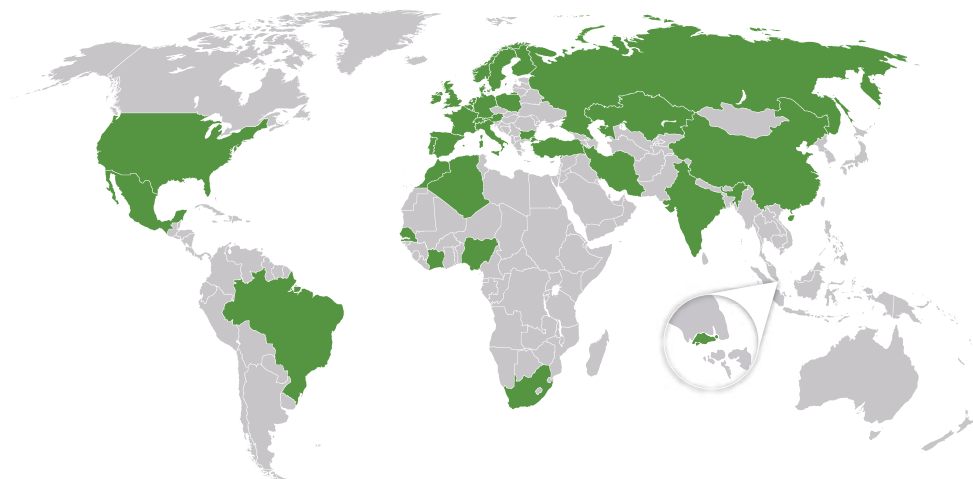


Where we operate

Nigel Wright operates across four global territories: Europe, The Americas, Middle East and Africa and Asia Pacific.

In each region we work with multinational as well as domestic companies, supporting them with international, regional and national recruitment assignments. Currently, we have nine offices from which to support our growing client base; each office supports either our consumer or energy business, or in most cases, both. Our current locations are: Newcastle, London, Aberdeen, Copenhagen, Dusseldorf, Madrid, Oslo, Paris and Stockholm

The countries shaded in green below are where we have placed candidates in the past 18 months.





Brief history

On 29th July 2013, Nigel Wright Recruitment celebrated its first 25 years in business. Our company has grown significantly since its inception in 1988 and now serves a global client base from a network of offices throughout Europe.

When Nigel launched the business in 1988, it dealt mainly with recruitment in the finance profession in the North East of England. Since then however, Nigel Wright has grown nationally and internationally to become a recognised specialist in the consumer industry, a sector which has helped fuel its rapid growth over the last decade.

Back in the late 1980s, Nigel Wright's recruitment offering quickly grew from a focus on finance roles to other disciplines and by the mid 1990s the business was fast becoming the recruiter of choice for permanent and professionally qualified candidates. With a strong reputation for the highest levels of service and an increasingly recognisable brand name, Nigel Wright was also starting to attract ex-industry professionals into the recruitment sector, bringing core sector and discipline expertise, particularly in engineering and sales and marketing, into the business. By the end of the decade, teams specialising in the consumer goods and energy sectors had been established within Nigel Wright.

Strong year on year growth had started to attract attention for Nigel Wright from far afield, and a history of doing business with locally based multinational customers helped the company develop a national and then international proposition. Prevailing market conditions began to favour the burgeoning consumer practise at Nigel Wright and the business opted to pursue a specialist approach, based on its skills and experience, as well as market demand for recruitment in the consumer industries.

The specialist consumer practice was officially launched in 2001 and now represents the majority of Nigel Wright's revenue in the UK and overseas. The Group currently has offices in Newcastle, London, Aberdeen, Copenhagen, Dusseldorf, Madrid, Oslo, Paris and Stockholm, serving some of the world's most highly respected consumer goods and services businesses, globally, on a daily basis. Notable clients include Unilever, Reckitt Benkiser, Phillips, Danone, Diageo, Disney, L'Oreal, Heineken and Lego.

During the latter stages of Nigel Wright's rapid phase of growth, the decision was made to involve a private equity firm and in October 2010, Baird Capital Partners came on board. This saw the development of strong plans to continue with international expansion. In 2013 Nigel Wright officially launched a global energy division and opened a new office in Aberdeen to support its growth.

While the recent expansion has been concentrated overseas, Nigel Wright maintains that it's North East operation is central to overall growth strategy. By retaining a strong presence in the region, working alongside businesses in a variety of critical sectors to support them in the selection and development of talent, Nigel Wright has created a strong foundation from which to develop its business elsewhere.



Core competencies

Nigel Wright has experienced continued growth for over two decades by developing and honing five core competencies that act as the foundations of our business:

Customer Service

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

People and Culture

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; and also a great place to work.

Knowledge and Expertise

Beyond the hiring process, we regularly publish thought leadership papers and organise events focused on a range of issues and trends that are impacting businesses. We believe that our sector knowledge and industry experience is what helps to stand us apart from our competition.

Marketing and Brand Equity

We invest a significant amount of time and money in marketing support. The objective of this is to drive awareness and understanding of our unique service and position in the market and set a level of expectation in the minds of our customers as to what they will experience from us in terms of capability and service levels.

One Global Nigel Wright

Since its formation, Nigel Wright has become a leading specialist international recruitment company. We pride ourselves on being truly global and operate as one business, utilising our network of offices to assist customers in every continent.



Values

Underpinning Nigel Wright are four core values:

Passion for winning

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

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.



Capability, market position and critical success factors

Capability:

CAPACITY:

We currently complete over 1,000 senior executive placements annually.

EMPLOYEES:

Nigel Wright employees are located in nine offices across Europe. Our people communicate to each market on a daily basis, building a powerful network of candidates and clients. Our teams are also supported by resourcers in each location. Our support functions comprising marketing, finance, HR and IT, are all located in our headquarters in Newcastle upon Tyne.

// Thanks to Nigel Wright we have been fortunate enough to fill both senior and middle management positions with excellent calibre individuals that have made an immediate and effective contribution to the company's success."

Marketing & Brand Development Director, International baby products manufacturer



Market position:

CONSUMER

Since its formation in the 1980s, Nigel Wright has grown to become the world's leading specialist consumer industry recruitment firm. The business works exclusively with clients and candidates operating across the global consumer sectors, covering everything from food and drink, fashion, personal and household products to services such as retail and ecommerce, finance and utilities.

ENERGY

Nigel Wright is also known for its expertise in the global energy sector. We cover a broad range of energy industry areas including extraction, refining & distribution. Our clients include manufacturers, operators and consultancies involved in subsea, offshore and onshore activities across the world.

LOCAL MARKETS

The North East is a local market where our consultants work exclusively with local clients and represent locally based candidates. We can develop this model, focused on professionally qualified recruitment projects, wherever we have a permanent office.

// Nigel Wright has consistently met our needs when recruiting for sales and marketing professionals, to support the growth of our business. They have successfully attracted high calibre candidates to the recruitment process. The service from our dedicated consultant has always been personal and I feel our individual needs have been listened to."

Head of Personnel, Major manufacturer of personal healthcare products and consumer goods



Recent clients:





Critical Success Factors:

In 2002, the Nigel Wright board set a goal for the business: to become a pan-European recruitment company with over 100 employees. Ten years later, in 2012, satisfied that this objective had been thoroughly achieved, the board set a new objective for Nigel Wright: to become the recognised leader in our chosen markets, and to establish a presence in all six continents.

To achieve this goal, three Critical Success Factors were outlined that are fundamental to the growth strategy over the next ten years:

- Talent management,
- Customer Service,
- Group Key Account Strategy (Sector expertise)

The CSFs will enable us to create a consistent and robust process for recruitment, effectively manage all of our staff, offer services to clients and candidates that surpass the services offered by our competitors and unite our international efforts to develop long, sustainable client relationships.

// Having enjoyed several years developing and delivering project solutions for key decision makers in a wide variety of industries, I was delighted when the opportunity to join Nigel Wright came along. To be part of an innovative, dynamic, and growing business is both very exciting and hugely rewarding.

Senior Manager, Nigel Wright Recruitment



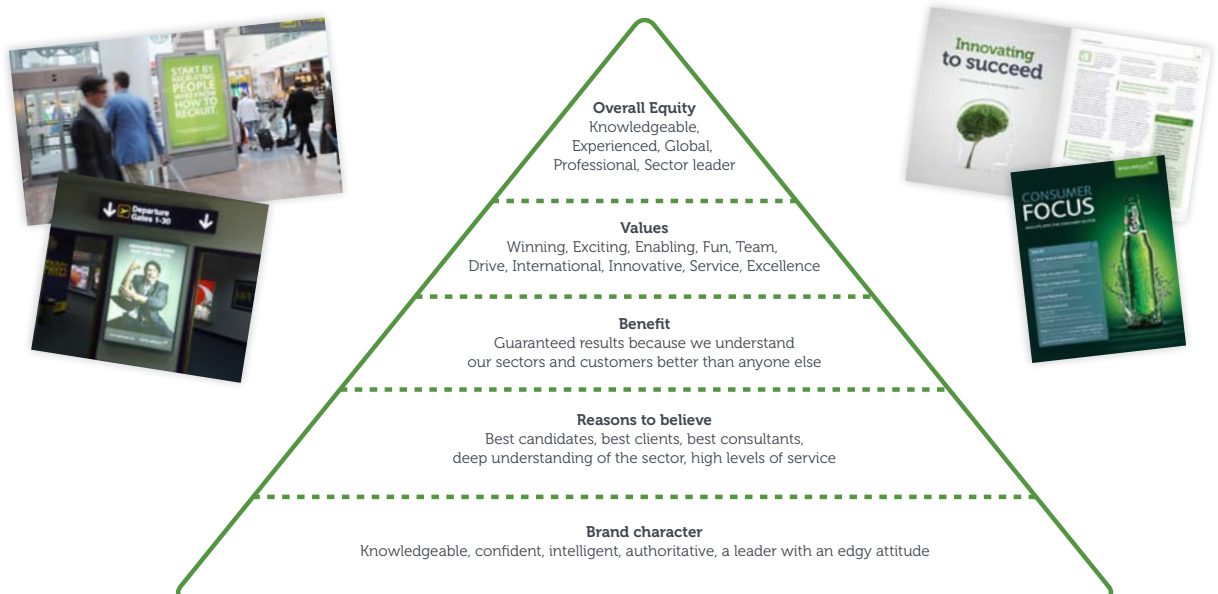
Our Brand

The brand has a specific job to do: to reassure our customers that they are dealing with the the right people.

Our brand is built on three fundamental attributes; these attributes form the foundation for all subsequent marketing support activity:



For the purposes of explaining our brand, we have created a brand equity pyramid to show what the key factors are that support our claims of excellence in sector knowledge, sector experience and customer service.

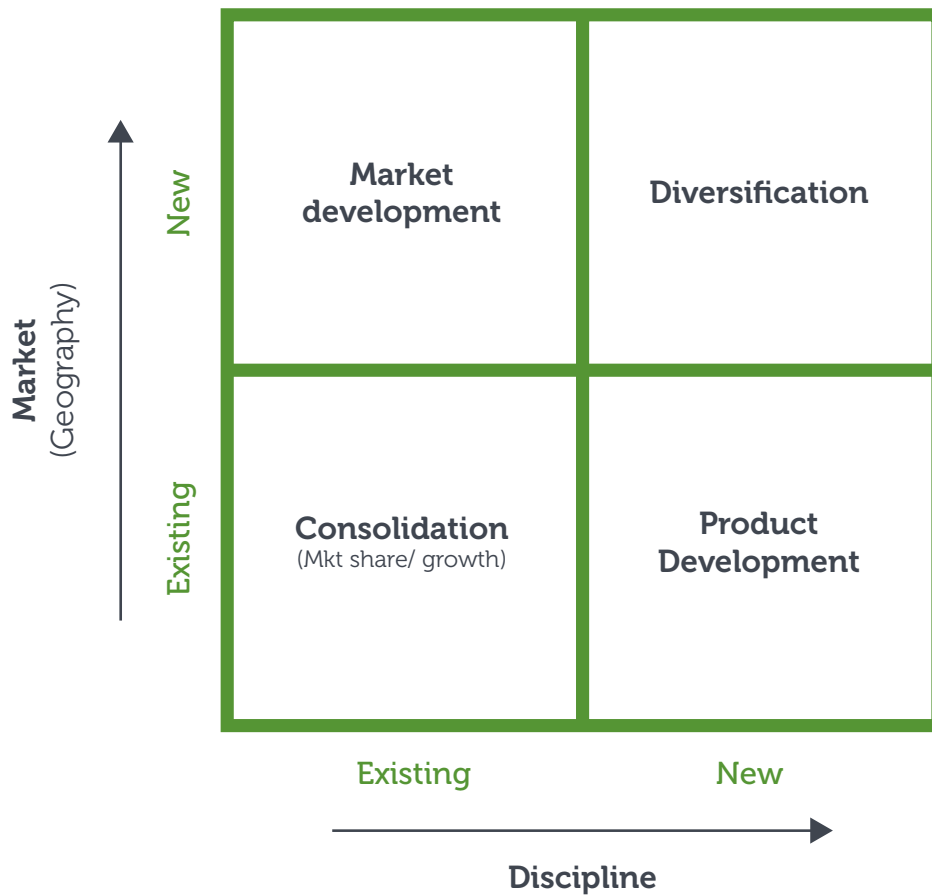




Future

Growth Vectors

Our future growth is focused on two core principles highlighted in the table below. Firstly, we aim to consolidate our existing markets and increase market share while seeking ways to improve our service through developing our core products. Secondly, we want to enter new markets and diversify our product offering into new disciplines and ultimately new sectors.





Benefits

Our remuneration and benefits package is highly attractive and provides consultants with significant earnings potential. Our culture is geared to reward success, whilst our continuing growth ensures that promotional prospects are genuine and based purely on merit.

Roles

Consultant

[View job description](#)

Senior Consultant

[View job description](#)

Managing Consultant

[View job description](#)

Managing Consultant Customer Development

[View job description](#)

Senior Manager

[View job description](#)

Senior Manager Customer Development

[View job description](#)





Nigel Wright Recruitment,
Celebrating our first 25 years.