

European Executive Search



Overview

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





Executive search

Our specialist executive search offering 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 primary 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.

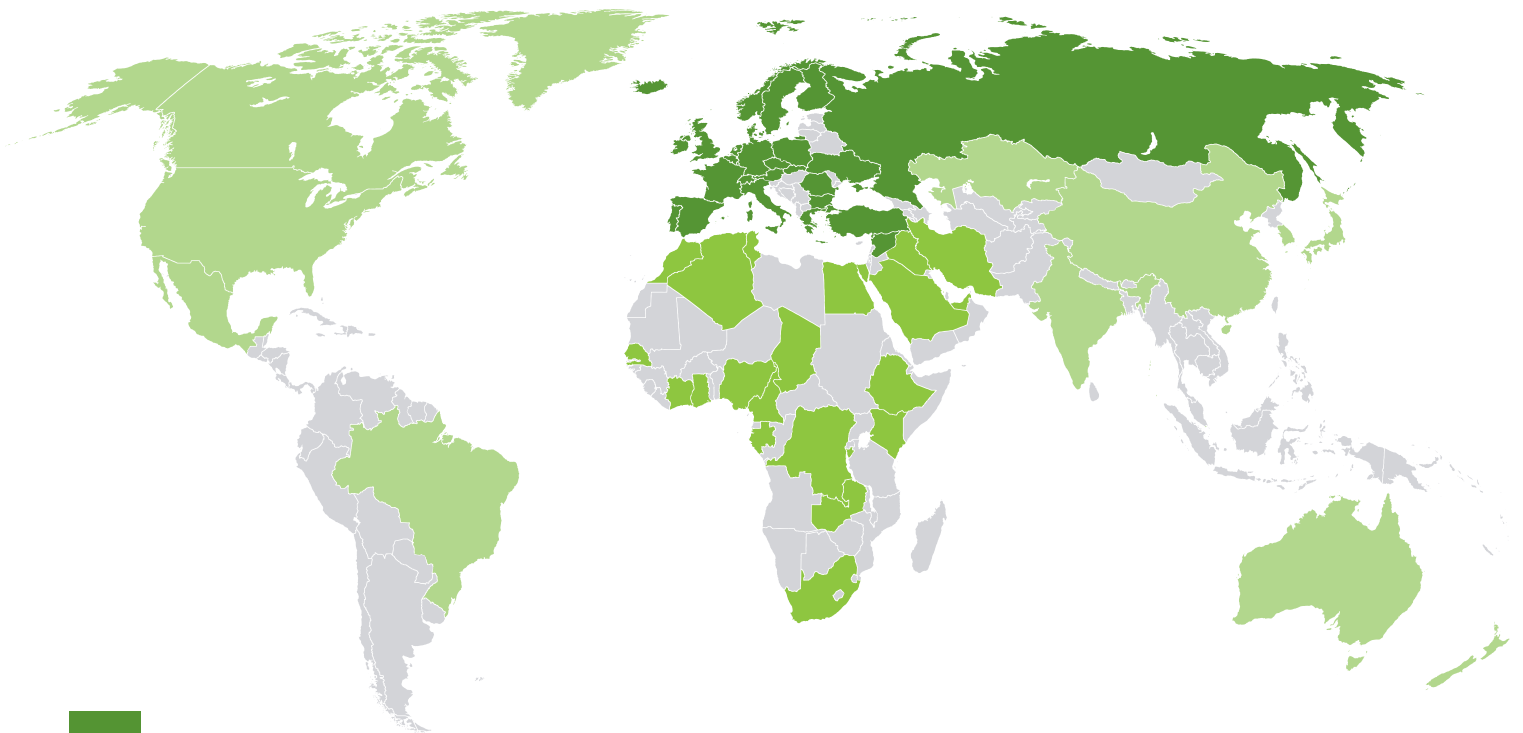
The reputation and capability of our executive offering has grown consistently over the years, due to its proven track record of partnering with firms from significant sectors, helping them to build capability in domestic and overseas markets.





Extending our reach

Our leading reputation has contributed to us being given recruitment assignments in all six continents, across 30+ international territories. Many of Nigel Wright's international clients are seeking to achieve long term growth in new and emerging markets. As a result Nigel Wright has been instrumental in assisting clients build new business units in key strategic markets such as Europe, Asia, the Americas, Africa and the Middle East.



 Europe

 Middle East & Africa

 The Rest of the World



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.

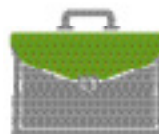
This kind of seamless operating model isn't prevalent among multinational executive search firms. Nigel Wright's deep knowledge of its chosen markets, desire to deliver and 'one team' approach to sharing knowledge and information, means that the business is often selected as a recruitment partner ahead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



178
DIRECTOR
PLACEMENTS
IN LAST 3 YEARS



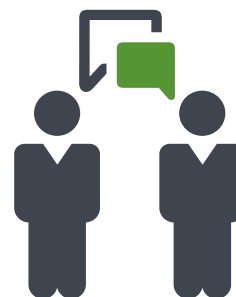
76
BOARD LEVEL
PLACEMENTS
IN LAST 3 YEARS



Global integrated professional network & database of talent



Local/European network & database of talent



Linguistic capability



Our approach

Each assignment is managed by a specialist 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.



Marketing

For some clients, understanding the various marketing 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.



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.



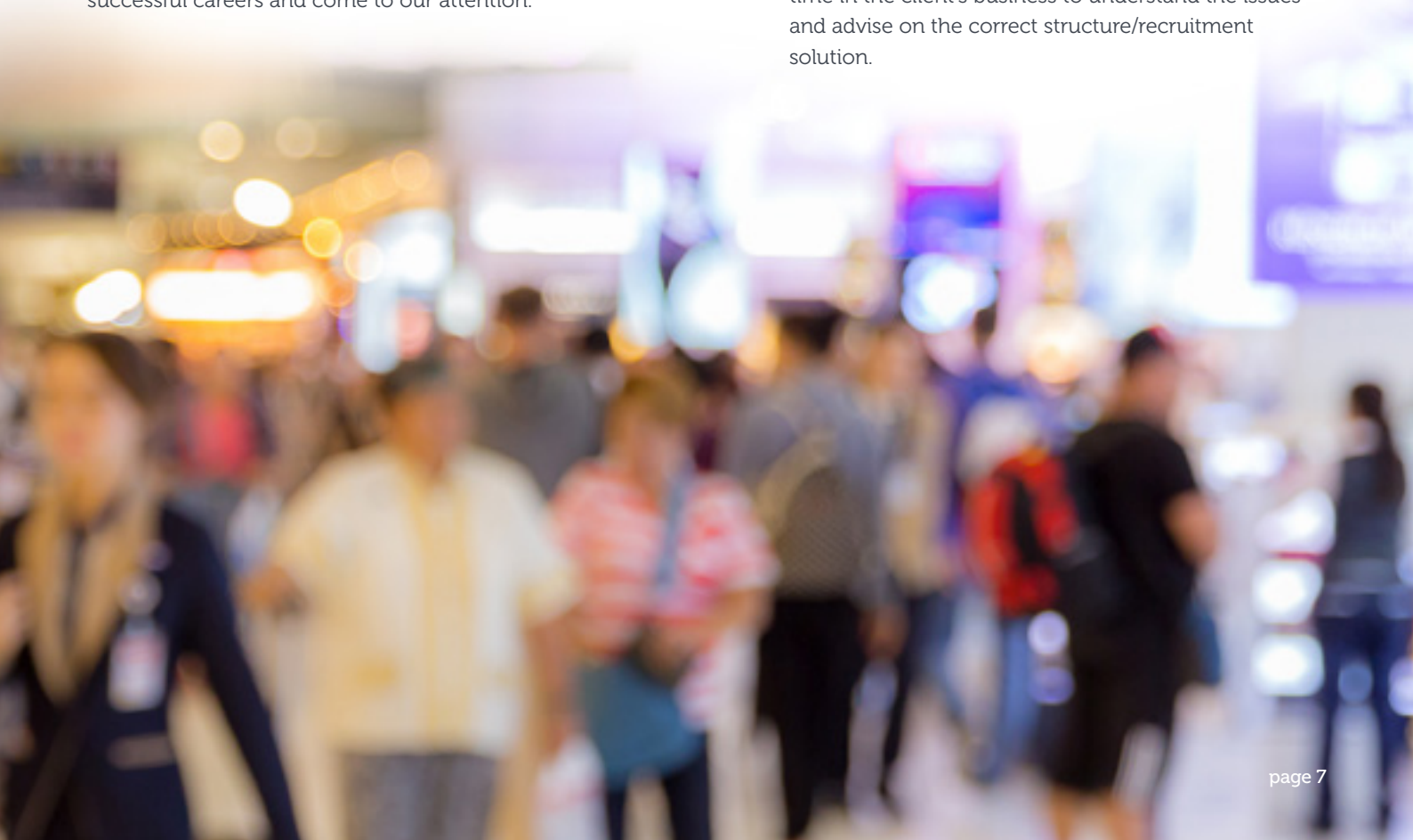
Networking

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



Consultancy

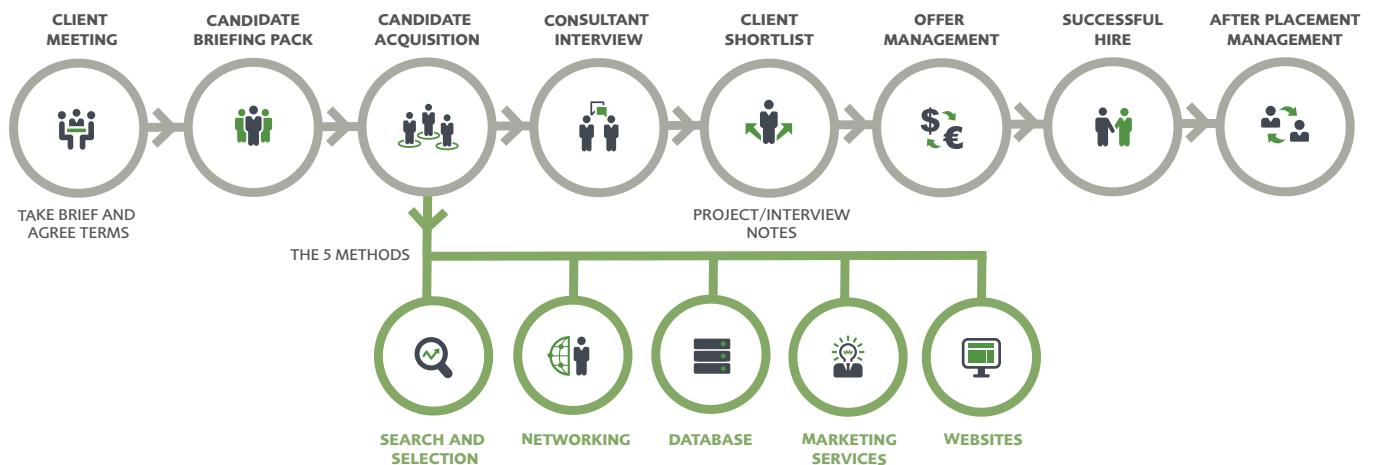
We offer recruitment advisory services to help clients define their optimum structures and recruitment needs for the medium to longer term. This involves a member of our recruitment leadership team spending time in the client's business to understand the issues and advise on the correct structure/recruitment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

1. developing a research strategy based on the client's brief;
2. identifying the best talent to fulfil the role;
3. approaching potential candidates to compile a longlist for consideration by the client.



Evaluating candidates

We engage in a rigorous examination of candidates and go into detail to ensure that we have a full understanding of their background, experience, motivations and career interests. Only the candidates with the highest relevance and motivation for the opportunity are put forward for client interview. 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 advise on all aspects of the interview and assessment process and take care of the 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

This is the most sensitive and potentially risky part of the process if miss-managed. We will have gained extensive knowledge of the client and the candidate so our skilled negotiators closely engage with both to advise and manage expectations. 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.





Our offices

London

20 St Dunstan's Hill,
London,
EC3R 8HL
T: +44 (0)207 405 3921

Newcastle upon Tyne

Lloyds Court
78 Grey Street
Newcastle upon Tyne
NE1 6AF
T: +44 (0)191 222 0770

Teesside

Eshton Suite, Office 2
Wynyard Park House,
Wynyard Avenue,
Wynyard,
TS22 5TB
T: +44 (0)1740 661000

Copenhagen

Havnegade 39
1058 Copenhagen K
Denmark
T: +45 7027 8601

Lausanne

Rue Caroline 2
1003 Lausanne
Switzerland
T: +41 (0)21 311 2376

Århus

Værkmestergade 2,
17. etage
8000 Aarhus C
Denmark
T: +45 7027 8601

Stockholm

Grev Turegatan 3, 4 tr
114 46 Stockholm
Sweden
T: +46 (0)8 400 264 35

Malmö

High Court,
Malmöhusvägen 1,
211 18 Malmö,
Sweden
T: +46 (0)8 400 264 35

Oslo

Dronning eufemias Gate 16
0191 Oslo
Norway
T: +47 238 97 773

Amsterdam

Parnassusweg 819
1082 LZ Amsterdam
The Netherlands
T: +31 (0)20 799 7730

Helsinki

Bulevardi street 7
00120 Helsinki
Finland
T: +46 8 400 264 35

Paris

29 rue de Bassano
75008 Paris
France
T: +33 1 76 73 29 80

Düsseldorf

Königsallee 2b
5th Floor
40212 Düsseldorf
Germany
T: +49 211 882 42 364

Madrid

Palacio de Miraflores
Carrera de San Jerónimo, 15 - 2^a
28014 Madrid
Spain
T: +34 91 788 3172

Gothenburg

World Trade Center,
Mässans gata 18,
P.O Box 5243,
402 24 Gothenburg
T: +46 (0)8 400 264 35

For enquiries, please email info@nigelwright.com




NIGEL WRIGHT
GROUP

www.nigelwright.com

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