

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 UK, Europe and the world.



Nigel Wright Executive



Nigel Wright Executive's focus is C-Level, General Management, Finance, HR, IT, Commercial and Operations (Supply Chain and Manufacturing) as well as strategic management and specialist advisor roles.



We offer a wide variety of services including individual search mandates, ongoing service agreements, talent pool creation and talent mapping.

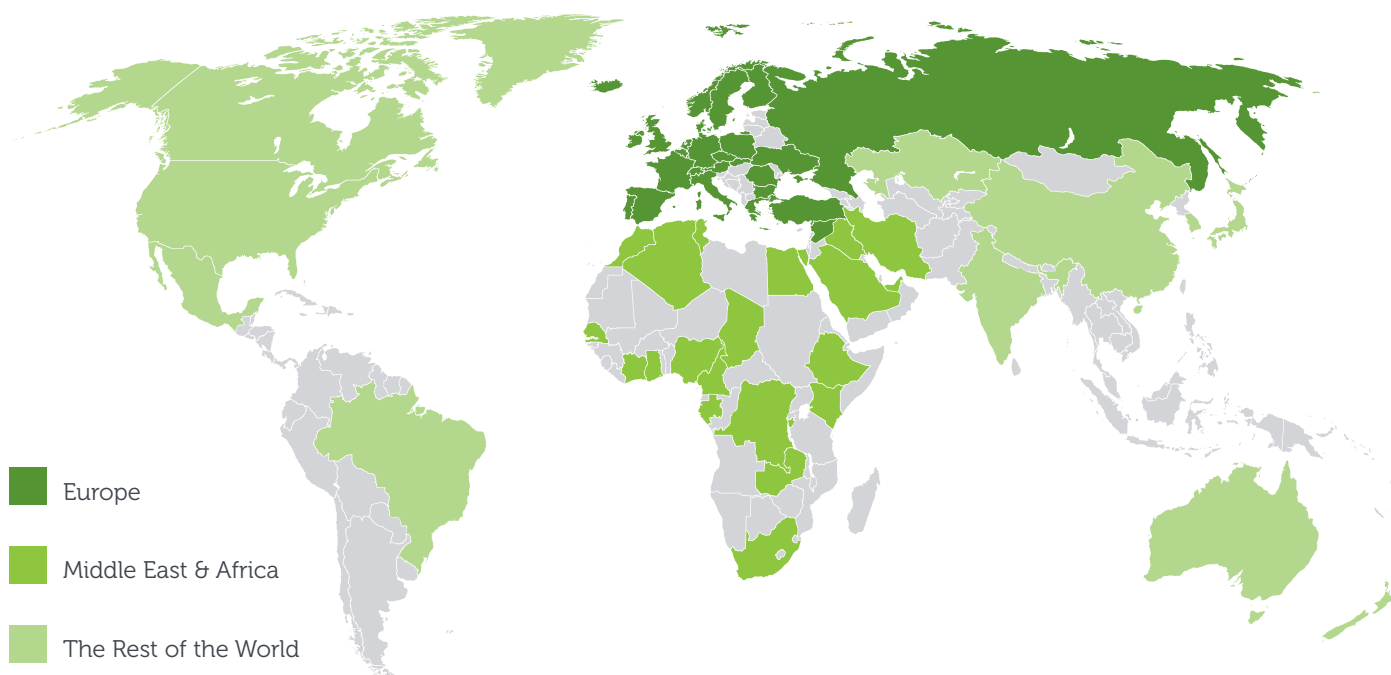


We deliver search assignments for large multinationals, as well as SMEs and private equity backed 'scale-up' businesses.



The reputation and capability of Nigel Wright Executive has grown consistently over the years, by helping organisations build capability in domestic and overseas markets.

We have made placements across each continent.





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.



Specialists in sectors and roles

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.



One team; no silos

Nigel Wright prides itself in being effective at local level, within the countries and regions in which it operates. For Nigel Wright's candidates this means they benefit from our '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.

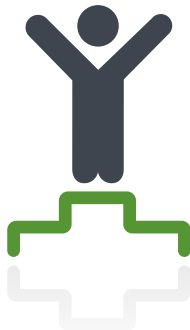
This kind of seamless operating model isn't prevalent among multinational executive search firms. Most other firms run a franchised model where each business unit operates independently; restricting access to its candidate database outside any given location.



Proven search expertise

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.

We are experts in attracting the best talent to the region.



Specialists in sectors and roles



One team; no silos



Proven search expertise



Your experience

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.



Customer service

Nigel Wright is committed to offering outstanding customer service across all its markets.



One global Nigel Wright

We pride ourselves on being truly global and operate as one business, utilising our network of offices to assist clients and candidates in every continent.



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.



Marketing and brand equity

We invest a significant amount of time and money in marketing support so our customers know what they will experience from us in terms of capability and service levels.



Knowledge and expertise

We believe that our sector knowledge and industry experience is what helps to stand us apart from our competition.



The placements

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





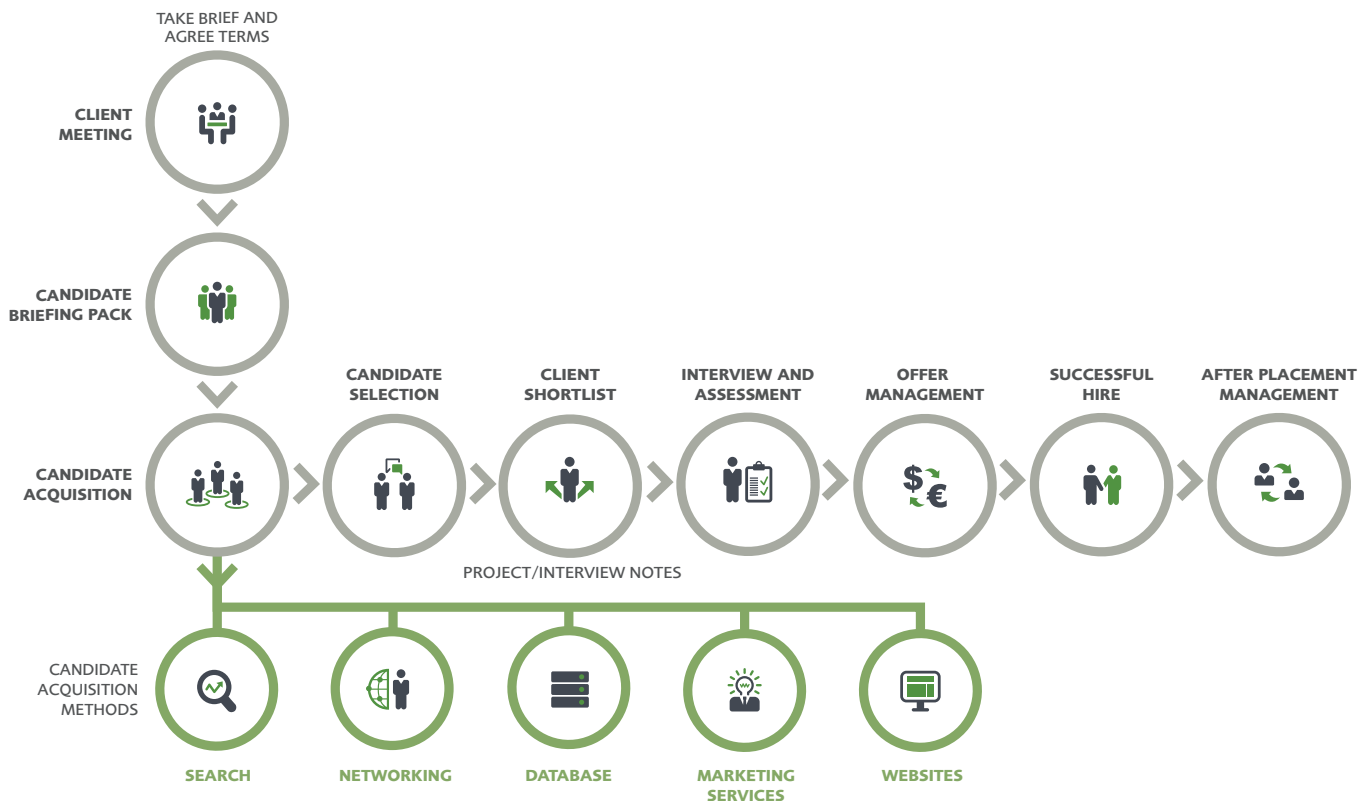
Here are some notable organisations who we have carried out executive search mandates for over the last few years.





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. If required, we will also request character references at the shortlist 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.



Settling relocators

We have extensive business networks and organise numerous events that provide a fantastic way to help your recently hired staff that have located/relocated to the region, to start building their networks. These are a proven way for those new or returning to the region to build valuable relationships and gain influence within the local business community, whilst also helping them settle into living in the North East.



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.



Our values

We have four core values that underpin how we carry out the recruitment process. Upholding these values helps us to provide customers with a great experience as a client or candidate.



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.



Integrity

Honesty and openness are embedded within our organisation. Our people always do the right thing and are straightforward with each other and with our customers.



Working collaboratively

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



Service excellence

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



Passion for winning



Working collaboratively



Integrity



Service excellence



Talent pool reports

Nigel Wright offers a robust talent mapping and succession planning service. Our expertise in our chosen markets 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. An example report is included below.





Longlisting candidates

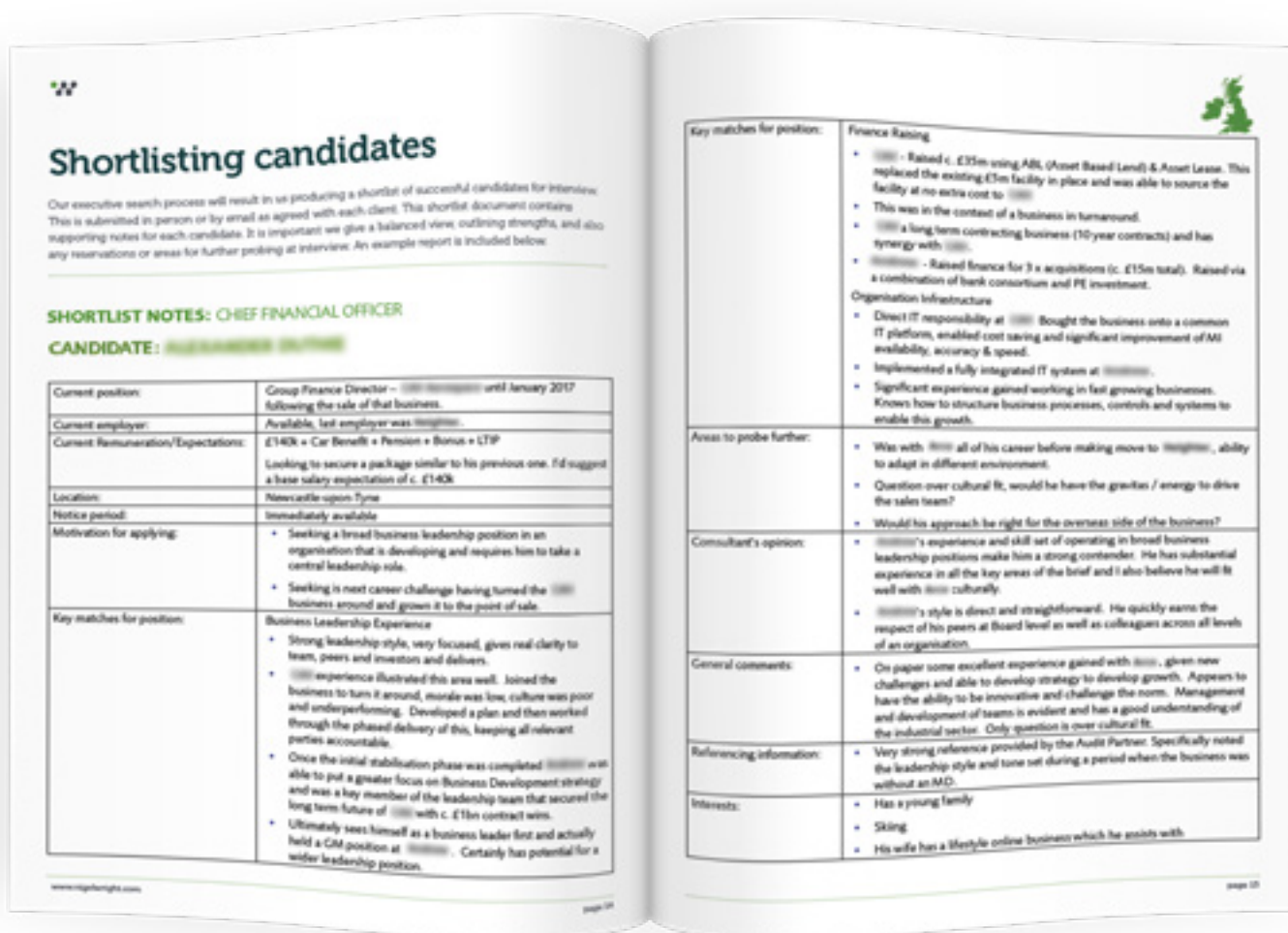
An early stage of our executive search process will involve approaching potential candidates and building a longlist for consideration by the client. The document provides an overview of the people's roles and brief notes about everyone. An anonymised example report is included below.





Shortlisting candidates

Our executive search process will result in us producing a shortlist of successful candidates for interview. This shortlist document contains supporting notes for each candidate. It is important we give a balanced view, outlining strengths, and any reservations or areas for further probing at interview. An anonymised example report is included below.



Shortlisting candidates

Our executive search process will result in us producing a shortlist of successful candidates for interview. This is submitted in person or by email as agreed with each client. This shortlist document contains supporting notes for each candidate. It is important we give a balanced view, outlining strengths, and also any reservations or areas for further probing at interview. An example report is included below.

SHORTLIST NOTES: CHIEF FINANCIAL OFFICER

CANDIDATE: [REDACTED]

Current position:	Group Finance Director – [REDACTED] until January 2017 following the sale of that business.
Current employer:	Available, last employer was [REDACTED].
Current Remuneration/Expectations:	£140k + Car Benefits + Pension + Bonus + LTIP Looking to secure a package similar to his previous one. I'd suggest a base salary expectation of c. £140k.
Location:	Newcastle upon Tyne
Notice period:	Immediately available
Motivation for applying:	<ul style="list-style-type: none"> Seeking a broad business leadership position in an organisation that is developing and requires him to take a central leadership role. Seeking his next career challenge having turned the [REDACTED] business around and grown it to the point of sale.
Key matches for position:	<p>Business Leadership Experience</p> <ul style="list-style-type: none"> Strong leadership style, very focused, gives real clarity to team, peers and investors and delivers. [REDACTED] experience illustrated this area well. Joined the business to turn it around, morale was low, culture was poor and underperforming. Developed a plan and then worked through the phased delivery of this, keeping all relevant parties accountable. Once the initial stabilisation phase was completed [REDACTED] was able to put a greater focus on Business Development strategy and was a key member of the leadership team that secured the long term future of [REDACTED] with c. £1bn contract wins. Ultimately sees himself as a business leader first and actually held a GM position at [REDACTED]. Certainly has potential for a wider leadership position.



Key matches for position:	<p>Finance Raising</p> <ul style="list-style-type: none"> [REDACTED] - Raised c. £35m using ABIL (Asset Based Lend) & Asset Lease. This replaced the existing £3m facility in place and was able to source the facility at no extra cost to [REDACTED]. This was in the context of a business in turnaround. [REDACTED] a long term contracting business (10-year contracts) and has synergy with [REDACTED]. [REDACTED] - Raised finance for 3 x acquisitions (c. £15m total). Raised via a combination of bank consortium and PE investment. <p>Organisation Infrastructure</p> <ul style="list-style-type: none"> Direct IT responsibility at [REDACTED] Bought the business onto a common IT platform, enabled cost saving and significant improvement of MII availability, accuracy & speed. Implemented a fully integrated IT system at [REDACTED]. Significant experience gained working in fast growing businesses. Knows how to structure business processes, controls and systems to enable this growth.
Areas to probe further:	<ul style="list-style-type: none"> Was with [REDACTED] all of his career before making move to [REDACTED], ability to adapt in different environment. Question over cultural fit, would he have the gravitas / energy to drive the sales team? Would his approach be right for the overseas side of the business?
Consultant's opinion:	<ul style="list-style-type: none"> [REDACTED]'s experience and skill set of operating in broad business leadership positions make him a strong contender. He has substantial experience in all the key areas of the brief and I also believe he will fit well with [REDACTED] culturally. [REDACTED]'s style is direct and straightforward. He quickly earns the respect of his peers at Board level as well as colleagues across all levels of an organisation.
General comments:	<ul style="list-style-type: none"> On paper some excellent experience gained with [REDACTED], given new challenges and able to develop strategy to develop growth. Appears to have the ability to be innovative and challenge the norm. Management and development of teams is evident and has a good understanding of the industrial sector. Only question is over cultural fit.
Referencing information:	<ul style="list-style-type: none"> Very strong reference provided by the Audit Partner. Specifically noted the leadership style and tone set during a period when the business was without an MD.
Interests:	<ul style="list-style-type: none"> Has a young family Skating His wife has a lifestyle online business which he profits with



Marketing services

We produce an extensive range of marketing materials to support the activities that we undertake on behalf of our clients; including candidate packs and microsites. Our candidate packs provide detailed information about the client company, its place in the market, its culture, the role, location, and package. Our recruitment microsites portray clients' brands, businesses and vacancies online and are promoted extensively on our homepage and across social media platforms. Our marketing services have proven to be particularly effective for high value recruitment assignments.



Candidate packs

Microsites



We can promote your recruitment story on social media...



...linking to your microsite on www.nigelwright.com



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RECRUITMENT

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