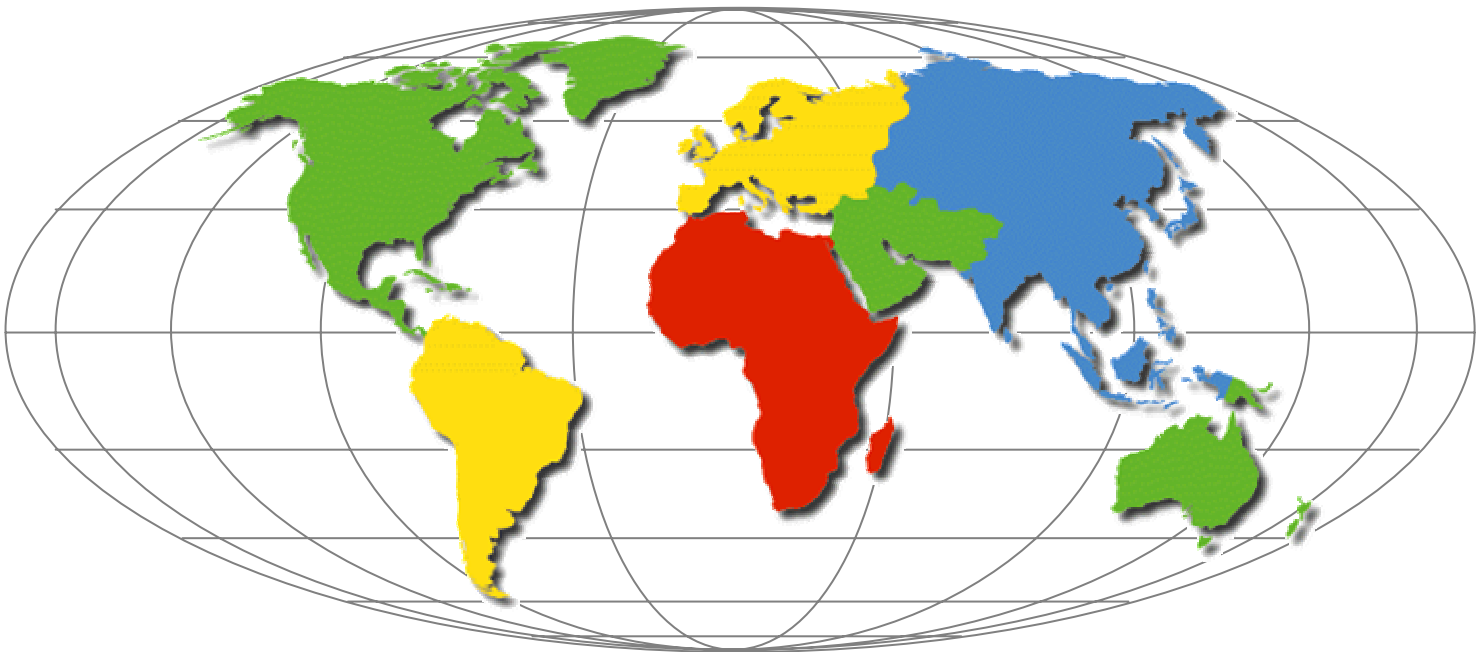


Our global positioning systems

For more than three decades we've been supporting our Clients by headhunting in every corner of the globe. This has been either for UK businesses wanting executive-level staff overseas or for international organisations in need of regional leaders, managers or specialists. We regularly fill roles that have a 'global' remit; Candidates can be based anywhere.

Rather than grow an international network of offices, we have established a central hub from which we cover the globe and work exclusively as a unit. This philosophy has served us well and, in its refined form today, has taken us into headhunting teams and companies, as well as high-performing individuals.



About 25% of our current activity is overseas. Our primary sectors include:

- o Built environment
- o Energy (particularly oil & gas/nuclear)
- o Retail
- o Leisure/entertainment
- o IT
- o FMCG/high-tech manufacturing
- o Pharmaceutical
- o Transportation/infra-structure

Pinpoint accuracy

Most of our own outstanding people have significant international experience, which is blended to suit each assignment's individual circumstances. Here's a snapshot:

Beverly Nazmi, Managing Director. Beverly has over 25 years' experience developing and handling international executive search assignments. Ranging from oil & gas and high-tech manufacturing to retail, leisure and design consultancies, clients have included global organizations – as well as national entities. Locations have ranged from the exotic to the challenging, on all continents.

Jim Kay, Director. A chartered surveyor by profession, Jim has worked on many of the world's largest, most complex construction projects. In addition to the UK, he's worked in Asia, Middle & Far East, Europe and North America. He set up and ran a regional office in Ireland and has a long track record of creating construction projects as well as successfully delivering them. Now, as well as headhunting globally, Jim's developing our merger & acquisition service.

Neil Davey, Director Designate. Until recently Neil was Director of one of the world's leading FMCG manufacturers. Successful in creating high value win-win business relationships cross-continent, he was responsible for the total delivery of many high value, complex and fast track facilities across Europe and USA. He also successfully delivered numerous pan-Europe and global cost-optimisation projects, stretching as far afield as Japan and Brazil. A citizen of the world, Neil is well versed in the language of business regardless of what tongue the natives speak.

Tim Allum, Associate Director. Tim spent many years working and studying in France and Germany, within the automotive sector, and since carried out countless headhunt assignments across Europe. His deep sector knowledge embraces sales, general management, supply chain management, human resources, finance, marketing and operations. Fluent in several languages, Tim's MBA has proven more than useful in some of the weird and wonderful situations in which we've found ourselves.

iS - our research studio. Our market-leading, in-house team with extensive international experience and whose membership comprises dedicated specialists from a diverse range of cultural backgrounds. They love employing their language skills and use their collective cultural awareness to great effect. Its trade secrets are guarded jealously, so few others can compete with our researchers' ability to find the nigh impossible, wherever it may be located.

We talk and listen in:

- o English
- o French
- o German
- o Spanish
- o Dutch
- o Italian
- o Hungarian
- o Swedish
- o Punjabi
- o Danish
- o Russian
- o Malay
- o Mandarin

Getting there

We are not fazed by international challenge. In fact, we are organised specifically to enable us to attract the brightest of people for ourselves, so enhancing our ability to deliver in a world-wide market.

It's not just our passion for headhunting and belief in the positive difference we can make that defines us. We'd also like to think it's our mutual respect for Clients and Candidates and the way we grow and use our knowledge.

Despite being one of the longest established headhunters, and unlike many of our competitors, we keep our distance from 'old boy' networks. Every commission starts with a clean sheet, helping us to develop bespoke solutions for each and every Client. It's the success our placements have gone on to achieve that convinces us we're on the right track, wherever in the world that track may lead.

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