

EXECUTIVE SEARCH



GLOBALCAREERCOMPANY

TALENT ACQUISITION

“Global Career Company is a key partner for us because they are the source of high-calibre talent with the diversity we demand.”

Chief HR Officer, NMB

- Our executive level and scarce skills search service delivering quickly against the most critical briefs
- Insightful talent mapping of international, regional & local pools
- Headhunting combined with sourcing across more than 20,000 global channels
- Rigorous selection techniques applied by experienced consultants
- Effective salary negotiation, candidate management, selection and on-boarding services

EXECUTIVE SEARCH METHODOLOGY



GLOBALCAREERCOMPANY
International perspective, regional understanding

A ROBUST AND INCISIVE PROCESS TO DELIVER EXECUTIVE AFRICAN TALENT WITH MAXIMUM EFFICIENCY

Research & Mapping

Key selection criteria are identified for the opportunity.

Target organisations identified from competitors and related sectors.

Optional inclusion of talent mapping service to produce a talent map of your target group.

15 years in the market and assets such as our 500,000-strong network of professionals and the Careers in Africa Employer of Choice Study to underpin research.

Sourcing

A campaign of real depth with multiple points of entry to the available candidate community which will allow us to create an excellent pool of motivated candidates in a timely and efficient manner.

The most appropriate channels for your role and brand from our exclusive global talent pool will be selected, which may include any of the channels and talent pools identified elsewhere in this document.

Selection

Initial telephone assessments followed by face to face and/or Skype interviews with candidates who meet the key selection criteria. In these calls we would establish their suitability for the role and cultural fit for the organisation.

Interview calls would cover the following:

- Career history and aspirations
- Level of interest and views on your company
- Remuneration & expectations
- Issues around location/relocation
- Availability/notice period
- Suitability for the role against the key selection criteria
- Areas for further probing and consideration.

Offer Management

Conduct follow-up candidate management and engagement as required.

Offer negotiation assistance for bringing expectations into alignment to ensure success.

Confidential Role Methodology

When it is not possible to promote a role publicly, we adapt our methodology to identify and assess suitable candidates confidentially. Following research and mapping of key targets, sensitive outreach will identify those ready to consider the opportunity, creating a suitable longlist from which to begin selection.

Activity	Typical Timescales
Longlist preparation	Weeks 1-3
Shortlist preparation	Weeks 3-5
Client first round interviews	Weeks 5-6
Final client interviews	Weeks 7-8
Offer to preferred candidate	Weeks 9-10

CURRENT & RECENT PROJECTS ▶

ASK OUR CLIENT SERVICES DIRECTOR