

THE CHALLENGE

Our client, a pan-African infrastructure fund was building a new deal team from across the continent. They required a Multi-level recruitment of investment professionals from a range of backgrounds, with insight into local markets across Africa, and international perspective.

The brief required long and shortlisting, assessment, interviews and extensive offer negotiation on multiple roles.

OUR SOLUTION

PRE-SEARCH PLANNING

- Talent mapping across three levels of organisation to determine the company needs in the short and medium term
- Succession planning benefits
- Guaranteed IP deliverable
- Defined list of competing organisations

SEARCH STAGE

- Initial indirect research followed by direct candidate engagement for shortlisted professionals
- Executive search on a role by role basis
- Direct and time efficient process
- Rapid progress to shortlist stage

INTERVIEW & NEGOTIATION

- Arrangement of interviews at all stages
- Offer negotiation



OUTCOMES

Following an efficient and accurate preparation, our team explored the GCC Talent Network of over 600,000 registered professionals, along with utilising the GCC Associate network to headhunt the best talent in the market.

A range of shortlists were presented to the client, before multistage interviews and negotiations, leading to successful hires.

10

Successful Recruitment Assignments in 6 Months

25%

Recruitment Fee Equivalent per Role

“ GCC Search is a key partner for us. They are the source of high-calibre talent with the diversity we demand. ”

Chief HR Officer

BEGIN YOUR EXECUTIVE SEARCH JOURNEY

What Happens Next	What Are The Terms?	Who Do I Speak To?
Get in touch with an outline of your project. To prepare an initial proposal, we will need a role profile or job description. When you are happy with our proposal we will hold a kick off call between you and our project team to align and plan the assignment in detail.	<p>Our executive search fees are based on a percentage of remuneration depending on the salary for a role. We have a transparent scale ranging from 15%-25%</p> <p>Typical timelines are 3-4 weeks for shortlist generation and a further 3-4 weeks for selection and offer management, dependent of course on your own internal timescales and availability.</p>	<p>Rupert Adcock CEO</p> <p>Email rupert.adcock@globalcareercompany.com</p> <p>Phone +44 7711018265</p> <p>Visit globalcareercompany.com/gccsearch</p>



GLOBAL CAREER COMPANY

Unlocking the Power of Africa's Talent

Global Career Company is an innovative talent consultancy, unlocking and enabling the power of Africa's talent by helping the continent's employers to recruit and optimise their people. Founded in 2002, Global Career Company's initiatives support employer branding, global sourcing, executive search, talent insight and advisory, delivered by a network of local talent experts across Africa, our GCC Associates, and supported by our global African Talent Network.

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