

CAREERS IN AFRICA

A Global Career Company Initiative

Search & Selection

Identifying and Recruiting African Talent

Our Search & Selection service is an end-to-end recruitment solution that involves identifying outstanding African talent and recruiting them into leadership roles across the African region.

Our Service

- A team with expertise in your region is assembled, including a dedicated search consultant
- We form a close partnership with you, enabling us to understand the nature of your business, values and strategic goals

Attraction

- Multiple attraction and marketing channels are used to ensure your opportunity is exposed to the right audience
- We mine our global network of over 100,000 internationally orientated African professionals to find suitable candidates
- We can advise you on the use of international media to attract interest. Utilise our media partners including the Financial Times, Jeune Afrique and African Business

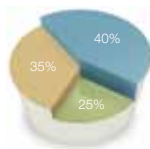
Short-list & Interviews

- After careful pre-selection, we provide you with a short list of suitable candidates
- You select the candidates you wish to interview and take to the next stage
- Unsuccessful candidates are promptly and courteously informed
- We support you during the entire interview, offer and negotiation process

Candidate Demographic Breakdown

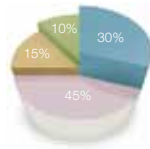
Experience

- 0-3 years experience (25%)
- 3-7 years experience (35%)
- 7+ years experience (40%)



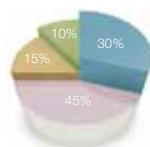
Geographic Locations

- Africa (30%)
- Europe (45%)
- North America (15%)
- South America (10%)



Nationalities

- Africa (30%)
- Europe (45%)
- North America (15%)
- South America (10%)



Why Global Career Company?

- Global Career Company has extensive experience delivering Search & Selection assignments for companies operating across Africa
- We have developed a reputation for having in-depth knowledge of our clients and candidates and a track record in delivering the highest quality candidates

Dedicated Account Management

- For each assignment we assemble the best team, in order to bring both sector and functional experience to the search
- At the outset, you are assigned a dedicated search consultant who has an intrinsic understanding of the values and critical success factors required to successfully complete the assignment
- This ensures we are able to recognise the unique drivers affecting each business, the markets in which you operate and the cultural fit necessary to make a new hire successful

Global Candidate Network

- We have a global network in excess of 100,000 internationally orientated African candidates motivated to develop a career in Africa
- Every candidate has been pre-selected and assessed to ensure we are working with only the most dynamic African professionals

Regional Understanding

- We have a unique perspective on the regions in which we operate and have the experience and expertise to help you get the best from your business
- The majority of our team recruits into countries they originate from and so understands the cultural and technical references that enable us to succeed in recruiting highly prized candidates

"The Standard Bank team left London very excited at the potential of the people we interviewed and we have a number of key hires resulting from the process."

Director, Stanbic Bank



Search & Selection

The Process

Client Briefing and Market Research

- Assign a dedicated search consultant with a demonstrated ability to assess and recruit top talent within your industry
- Carry out initial briefing during which the key parameters of the search are agreed and documented
- Define key selection criteria and conduct analysis of the market, including research and mapping process to identify prospective candidates

Attracting Talent

On the basis of our research we approach potential candidates on an informed basis and utilise the following channels:

Primary Channels

- Our global proprietary database
- Personal contacts across the US, Canada, Europe and 40 countries across Africa
- Our African networks around the world
- Competitor research and talent mapping

Secondary Channels

- Global Career Company website and microsites
- International Business School alumni networks
- Links with societies, associations and professional organisations
- Global and regional media partners
- Global social networks
- Career portals and jobsites

Candidate Management and Pre-Selection

- We screen and pre-select all applications in relation to the search assignment
- Candidates are matched against key competencies; a unique combination of proven skills, knowledge, abilities and attitudes

Selection and Shortlisting

- Before presenting any candidate we undertake a full interview process
- Each candidate is then assessed and validated against the position specification and a report and recommendation will be prepared to complete the shortlisting process

Client Interview

- We can organise video-conference or face-to-face interviews with shortlisted candidates
- When an offer is made to a candidate our consultants are available to help with the negotiation process
- Unsuccessful candidates are promptly and courteously informed

Post Assignment

- We conduct a detailed client satisfaction survey after every search assignment
- We actively seek feedback from our clients, identifying any issues from which we can learn in order to improve the quality of our service in the future

Recent Successful Assignments

Role	Location	Sector
General Manager	Angola	ICT
Marketing Director	Egypt	FMCG
HR Director	Angola	Oil & Gas
Country Manager	Ethiopia and DRC	FMCG
Head of Operations	South Africa	Financial Services
Sales Director	Nigeria	ICT
Investment Principal	Nigeria	Financial Services

For more information, please contact our Business Development Team on contactus@globalcc.net or call +44 (0) 20 7348 9097