

## Executive Search

### NO UPFRONT FEES, NO RETAINERS

Our Executive Search division at proFound Consulting specialises in sourcing and engaging with the most capable executives who will fit your organisational culture and be highly successful in the assigned role from placement date.

Our specialist executive search team is involved throughout the entire hiring process, conducting detailed interviews and background checks and presenting candidates to our clients selectively, when we feel the candidate meets all stated requirements.

We segment our executive search offering into two areas:

1. Roles from ZAR1m – ZAR2.5m CTC per annum (EURO 6000k – EURO 14 900k)
2. Roles above ZAR2.5m CTC per annum (EURO 14 999k)

When should you choose proFound Consulting's executive search?

- When you are looking for scarce skills or a high level executive whose performance has a direct correlation on share price or investor confidence.
- The executive is required to be fully functional within a short space of time.
- Your firm does not have the time or skills to properly evaluate candidates.
- When you cannot shoulder any risks for a mistaken candidate.
- When you wish to target specific individuals in your industry through a professional third party to ensure distance.

What are the benefits of proFound Consulting's executive search?

- You have the freedom of recruiting from competitors without doing so directly, and the ability to choose among candidates that would not be available through internal or passive sourcing methodologies.
- A one year guarantee on the candidate – at no risk to your firm!
- Ensures a best fit candidate
- Secure a dedicated specialist team of resources to source and evaluate the ideal candidate
- Guaranteed agreed time frame
- Comprehensive, exhaustive search
- Professionalism – the reputation of your firm is protected