PEOPLE . PASSION . PERSISTENCE

MILLAR CAMERON

EXECUTIVE AND PROFESSIONAL SEARCH SOLUTIONS FOR CLIENTS *WORKING TO ENHANCE FOOD SECURITY*

Our experienced team works with organisations that are responding to the global challenge of food insecurity. We enable you to identify the professionals that drive innovation across food systems.

AN INTRODUCTION *TO MILLAR CAMERON*

Millar Cameron is an executive and professional search consultancy specialising in sourcing key talent for companies and organisations around the world.

Since Millar Cameron's inception in 2007, we have been sourcing high calibre leaders and executives for a wide range of businesses and institutions across Africa. Our passion lies in attracting, developing and retaining top talent in Africa's emerging markets, where incisive leadership is crucial. Our palpable commitment to Africa has led to recognition as one of the leading providers of executive and professional search solutions within the continent.

Millar Cameron has successfully concluded executive searches in 41 African countries

INTERNATIONAL DEVELOPMENT *AND FOOD SECURITY*

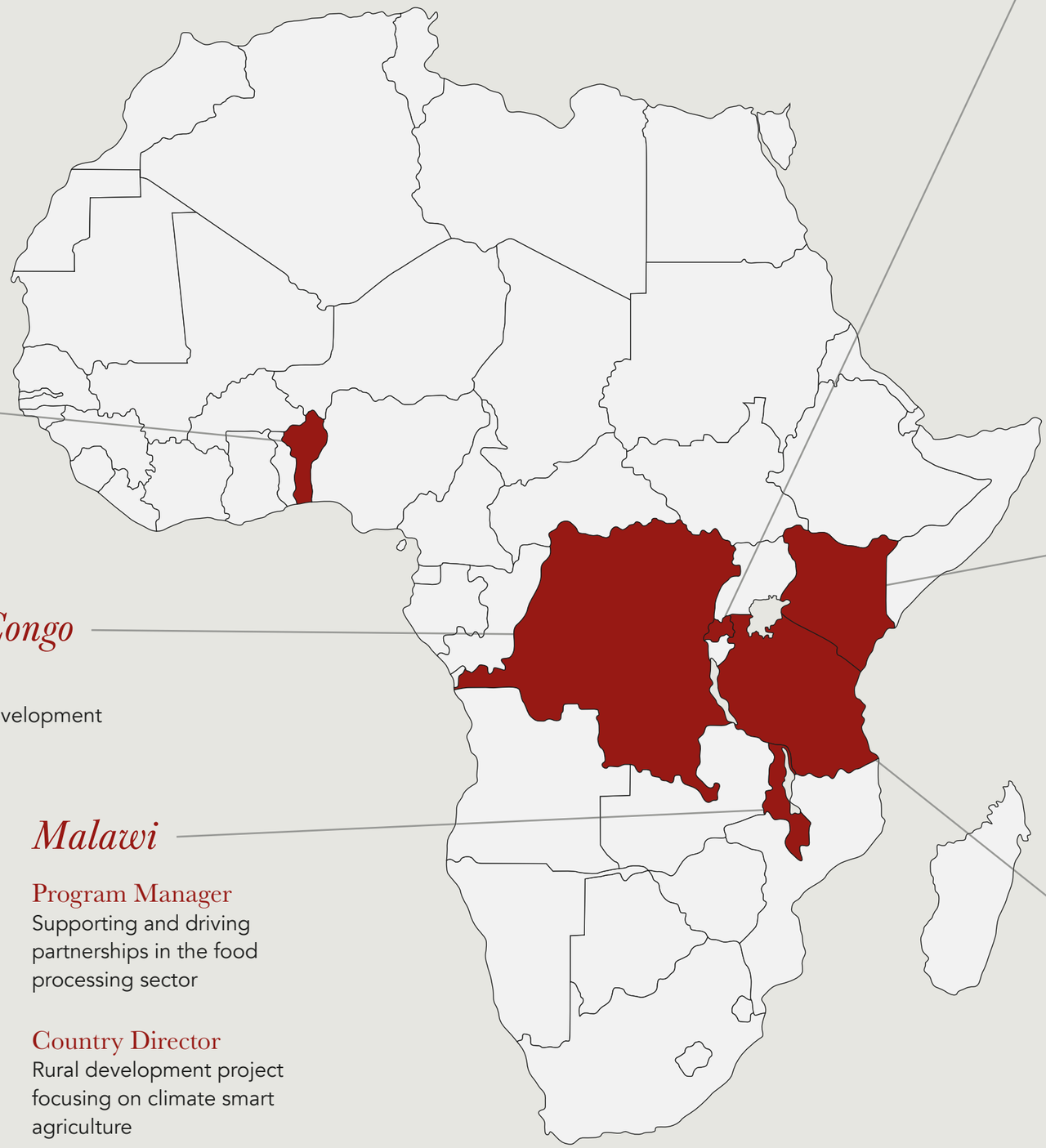
At Millar Cameron, we are committed to international development and the vital role it plays in improving the quality of myriad spheres of life. In Africa, where the population is expected to double by 2050, the need for international development remains ever important. This rapid increase in population alongside the increasingly visible effects of climate change necessitates a rapid response from governments, who continue to lean on the expertise and aid of international development organisations to react to and plan for such changes.

The barriers presented to food security are felt on a global level. We have developed an expertise in the complex issue of food insecurity in Africa and we are dedicated to supporting non-governmental, not-for-profit and non-profit organisations in their efforts to tackle urgent food systems concerns.

For over 12 years, Millar Cameron has built rewarding partnerships with clients who are working to ensure that there is sufficient nutritious food available for everyone, both now and in the future.

A HISTORY OF *CONTINUED SUCCESS*

We have an excellent track record in sourcing leaders for clients working across a wide variety of topics related to food security, with a specific focus on Africa.



Benin

Chief of Party
Strengthening the cashew sector

Democratic Republic of Congo

Program Manager
Coffee value chain development

Malawi

Program Manager
Supporting and driving partnerships in the food processing sector

Country Director
Rural development project focusing on climate smart agriculture

Rwanda

Director of Community Impact
Smallholder farmer program

Managing Director
Strengthening smallholder farmers' position in value chains

Commodity Procurement Manager
Public-private partnership addressing malnutrition

Human Resources Director
Agricultural resilience

Farm Manager
Maize and soya social impact initiative

Kenya

Vice President
Policy and state capability

Vice President
Program innovation and delivery

Head, Hub for Agricultural Policy Action
Smallholder farmer initiatives

Tanzania

Country Agribusiness Program Manager
Livestock smallholder farmer program

UNDERSTANDING *FOOD SECURITY*

At Millar Cameron, we are passionate about the importance of food security. Since being founded in 2007, we have partnered with clients across the public, private, and voluntary sectors whose work contributes to enhanced food systems. If we are to meet the second Sustainable Development Goal of ending hunger, achieving food security and improved nutrition, and promoting sustainable agriculture by 2030, a multi-faceted approach is needed to address both immediate and long-term threats.

As barriers to food security continue to multiply, we understand your organisation's need to efficiently engage talented individuals; having the right people in the right roles, as well as cultivating a healthy talent pipeline that ensures your continued success in the future. COVID-19 has wreaked havoc on global food systems, however, it is Africa that suffers the effects of rising food prices and disrupted supply chains most acutely.

The effects of human-induced climate change are also becoming increasingly visible. According to the United Nations, more than half of the global calories produced come from small-scale farms, but many smallholder farmers continue to farm land in a way that reduces soil fertility and biodiversity, and uses excessive amounts of water. We are proud to have sourced key leaders for organisations that work directly with smallholder farmers to increase their opportunity and ability to adopt best farming practices.

Added to climate change are the challenges posed by a rapid increase in population, with Africa's being the fastest growing population in the world. Unlike the ageing populations experienced by developed countries, African countries are experiencing a youth bulge that in turn increases the risk of youth exploitation in agriculture and the level of civil unrest caused by hunger and a lack of economic opportunities.

We are convinced that achieving food security is not only vital to ensure that widespread famine and malnutrition are not experienced, but that the way the issue is approached has and will continue to have a profound impact on reducing conflict and ensuring economic opportunities for people.

We understand the hurdles that our clients are faced with when seeking to recruit professionals with highly sought after and niche skillsets to deliver crucial impact within food security initiatives. Our extensive network of talented professionals coupled with our understanding of your organisation's aims allow us to guide you on recruitment decisions, advising on matters such as regional talent capacity and remuneration, and to ultimately source the most suitable and talented candidates for your requirements.

HOW WE *CAN HELP*

Our clients are considered our partners and a key element of our approach to each recruitment mandate is to take the time to gain a detailed understanding of your specific requirements, in order to develop a bespoke search strategy that is tailored to your recruitment brief. Having developed an in-depth knowledge of the wide-ranging issues pertaining to food security, along with an extensive network of senior professionals devoted to tackling them, Millar Cameron is expertly positioned to advise on matters such as diversity and inclusion goals, talent capacity and compensation.

FIVE STEPS TO *RECRUITMENT SUCCESS*

Our executive search strategy follows a five-step approach that is tailored to your organisation's requirements:

1 Define

We discuss all aspects of the role with you, including the capabilities, background, culture and competencies of the desired professional. This allows us to determine the search priorities and parameters, and the criteria against which candidates will be measured.

2 Develop

We work with you to develop a bespoke outreach strategy that covers specific companies, industries and geographies that you want to target. We employ a combination of search methods, including research, direct headhunting, referrals and our established networks to identify a comprehensive longlist.

3 Engage

We conduct competency-based interviews that are tailored to the role to thoroughly assess each candidate's fit against your requirements. We ensure that all aspects discussed during the define stage are covered during interviews, before collating the shortlist.

4 Present

We present you with a pack comprising of a personal profile, interview notes, compensation information, and a detailed curriculum vitae, for each candidate that is shortlisted. We discuss reasons for shortlisting candidates with you and remain involved throughout the selection process, preparing and debriefing candidates after each step.

5 Close

We conduct detailed reference reports on the selected candidate, and we can also provide background checks and psychometric testing, where necessary. We support you throughout the negotiation process to ensure a successful outcome.

WE LEAD *FROM THE FRONT*

Our team is passionate about identifying the individuals whose expertise and experience will enable your organisation to enhance food security in Africa. Our market knowledge and established regional network allow us to add value to your search.

Carolyn Ogott, Senior Consultant

"As a Senior Consultant within the international development vertical at Millar Cameron it has been a rewarding opportunity to deliver impactful placement solutions that create sustainable value from organisations to the communities they serve."

Victoria Bowden, Head of Research

"Having sat within both Millar Cameron's international development and agribusiness teams I have worked extensively with organisations promoting sustainable agriculture to achieve food security. Placing multiple senior professionals in organisations such as the Alliance for a Green Revolution in Africa (AGRA), I have been particularly privileged to speak with, and learn from, some of the people driving developments in food security across Africa. I look forward to continuing to work with organisations making a difference across the Global South."

Oliver Rumsey, Consultant

Working within both the international development and food security team is a fascinating opportunity which has provided me insights into critical industries across Africa. It is greatly rewarding to support a range of organisations whilst developing a network within this diverse space."

Through the importance we consistently place on finding the right people, our passion for the sector, and the persistence we demonstrate during searches, Millar Cameron is the ideal partner to enable you to achieve your recruitment objectives.

ADDITIONAL *SOLUTIONS*

Board Services

Since our inception in 2007, we have partnered with many leading organisations in African countries. Our extensive network of board professionals allows us to engage with individuals whose experience is specialist and highly sought after, bringing fresh insights, complementary skills and diverse experience to your top table.

Succession Planning

Forward planning is vital. We enable you to prepare for the future by identifying the existing senior leaders with the most potential within your organisation, as well as keeping our finger on the pulse of changes in the market that might determine leadership succession.

Talent Mapping

We offer a talent mapping service to assist you in identifying the development potential of individuals within your organisation. Where talent gaps are identified, we partner with you to develop a strategy that both attracts and retains talented professionals. We also undertake salary benchmarking activities for key roles in your organisation to ensure a competitive remuneration package for employees.

Equality, Diversity and Inclusion

We are committed to representing and advocating the best talent, irrespective of race, gender, disability, or sexual orientation. We work closely with our clients to formulate non-discriminatory role descriptions and search strategies that utilise multi-faceted channels, in order to attract top talent from the widest possible pool of candidates.

Our Other Sectors

We have dedicated sector teams with the practical experience, insights and connections needed to deliver outstanding executive search and recruitment solutions in other highly successful and growing sectors that are fuelling Africa's economies. These include:

- Agribusiness
- Power and Infrastructure
- Technology, Media and Telecomms
- Financial and Professional Services
- Consumer
- Private Equity
- Industrial

We have represented 136 nationalities in our shortlists

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