

PEOPLE . PASSION . PERSISTENCE

MILLAR CAMERON

# EXECUTIVE AND PROFESSIONAL SEARCH SOLUTIONS FOR *INTERNATIONAL DEVELOPMENT*

*Our experienced team works in partnership with clients dedicated to international development in Africa. We enable you to identify the professionals whose expertise makes the difference.*



# AN INTRODUCTION TO MILLAR CAMERON

We support the talent acquisition and retention efforts of clients operating across a range of sectors, including:

- *International Development*
- *Agribusiness*
- *Industrial*
- *Consumer*
- *Financial and Professional Services*
- *Private Equity*
- *Technology & Telecommunications*
- *Power & Infrastructure*

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

At Millar Cameron, we are passionate about international development and the vital role work in this area 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.

For over 12 years, Millar Cameron has built rewarding partnerships with clients working across many aspects of international development. Our consultants have developed a nuanced understanding of the market contexts in African countries and the impact they have on recruitment effectiveness and are dedicated to supporting you to tackle and reduce these challenges.

We support international development clients in the following practice areas:

- *Food security*
- *Health*
- *Emergency relief*
- *Conservation*
- *Education*
- *Water, sanitation and hygiene*
- *Development finance*
- *Peace building*



# A HISTORY OF CONTINUED SUCCESS

We have an excellent track record in sourcing leaders for clients whose work is centred around sustainable development, poverty reduction and increased well-being in developing countries. Recent mandates in Africa include:

## Elsewhere in the world

### Panama

**Group Technical Director**  
Managing processing operations throughout the group with a global scope

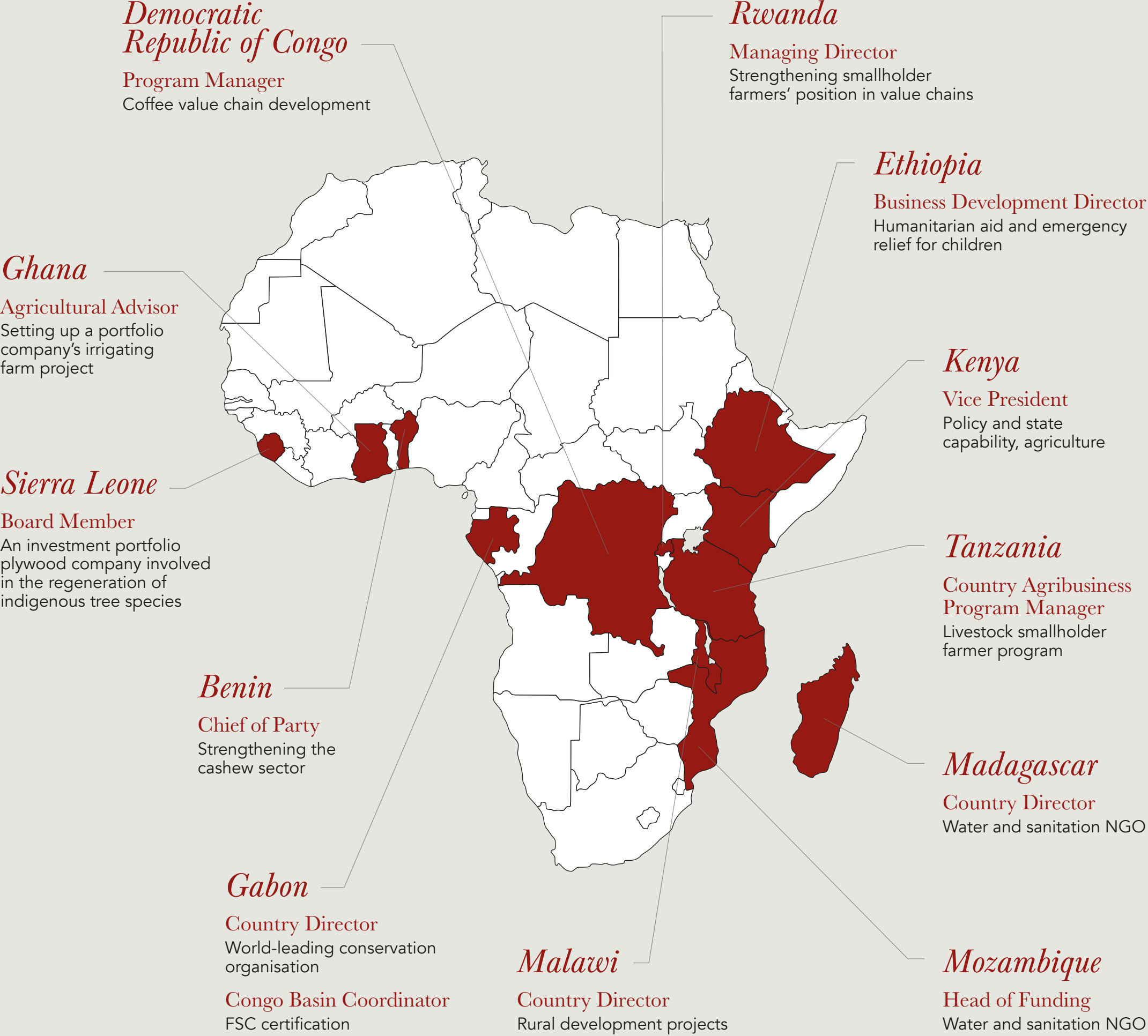
### Germany

**Global Revenue Manager**  
Supporting an indigenous peoples' foundation in Central America

### UK

**Investment Manager**  
Trade finance at a development finance institute

**ESG Manager**  
Development finance institute focusing on Africa and South Asia





# UNDERSTANDING INTERNATIONAL DEVELOPMENT

At Millar Cameron, we are passionate about the sustainable development of Africa. Since being founded in 2007, we have partnered with clients across the public, private and voluntary sectors, whose work spans across a broad range of activities dedicated to the eradication of poverty and to building prosperous societies in Africa.

We are convinced that having the right people in the right roles is essential to delivering impactful work that succeeds in building African countries' resilience to major threats to their development. With less than a decade to go before the 2030 target for achieving the United Nations Sustainable Development Goals, it is clear that the international development efforts of today are paramount to future success.

It is becoming increasingly noticeable that human-induced climate change is adversely impacting sustainable development work. Surging populations are also augmenting urbanisation and upsetting the balance of ecosystems. Development issues in Africa are being further exacerbated by these amplifying threats; if African countries are to realise their full development potential, a nuanced and multi-sectoral approach is required in order to maximise development opportunities.

Millar Cameron partners with clients working to find solutions to these complex development issues, enabling you to select and retain the most talented individuals to deliver your organisation's aims. We are proud to support the talent acquisition efforts of development finance institutions and impact investors, whose investments into agribusinesses, infrastructure and financial institutions contribute to the sustainable development of African countries. From investment professionals, to sourcing the chair for a portfolio company's board, we have extensive experience in finding the most suitable candidates for a wide range of positions.

We also work with humanitarian organisations across a variety of programmatic themes in Anglophone, Francophone and Lusophone African countries. From the crucial work of emergency relief programmes, to long-term projects tackling issues concerning education, healthcare, water and sanitation, and nutrition, we have cultivated an extensive network of development professionals across these practice areas. Drawing on our networks and direct headhunting methods, we accurately present the talent available in both local and international markets to our clients, advising you on how best to approach your recruitment requirements.

As the demand for urbanisation rises and natural resources diminish, the African continent is witnessing an accelerated loss of biodiversity across many important ecosystems. Millar Cameron supports the talent acquisition strategies of world-leading conservation organisations working to protect nature, whilst involving local communities and creating opportunities for them to develop alternative livelihoods. Our committed conservation team is passionate about identifying skilled individuals for clients working to promote sustainable management of natural resources. We work closely with forest certification bodies, as well as sustainable forestry businesses that our clients invest into, to find the right individuals to affect progress in these areas.

Since Millar Cameron's inception in 2007, agriculture has been at the forefront of our expertise. Within our international development practice, we support the recruitment needs of organisations targeting the development of the private sector across Africa, with a specific focus on agriculture. With the United Nations stating that more than half of the global calories produced come from small-scale farms, we are committed to assisting clients that recognise the importance of developing the capacity of

smallholder farmers in order to strengthen the resilience of food systems.

Underpinning all of this, is the need for inclusive and effective policies that enable societies to thrive. We work with institutes and consultancies involved in government advisory across a range of sectors, developing bespoke talent acquisition strategies designed to attract and retain professionals with highly sought-after skillsets. Our comprehensive network of professionals, paired with our nuanced understanding of the specific challenges faced by international development players operating across the African continent, mean that we are ideally placed to add value to your recruitment objectives. From unstable working conditions, to developing regional talent capacity, Millar Cameron's knowledgeable international development team is adept at sourcing the individuals whose experience and expertise enable you to deliver high quality work.



# 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 that span across international development, 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.

*We have successfully concluded 1,700 leadership mandates, 30% of which have been in Francophone or Lusophone countries*





# FIVE STEPS TO RECRUITMENT SUCCESS

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

## *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.

## *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.

## *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.

## *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.

## *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 knowledgeable team is passionate about identifying the individuals whose expertise and experience will enable your organisation to further contribute to the sustainable development of Africa. Our understanding of the market and our established regional network allow us to add value to your search.

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.



Tom Jeffes, Senior Partner

*“The organisations we partner with are running many of the world’s most worthy and impactful initiatives. They bring considerable value change to society and our planet. Being able to find professionals that are committed to delivering this is a privilege.”*



Rose Mwende, Senior Consultant

*“I am passionate about fostering impactful change in Africa by collaborating with international development organisations to identify visionary leaders to champion their initiatives. Connecting exceptional talent with organisations dedicated to meaningful initiatives is not just a profession; it’s my fulfilling commitment to driving positive impact.”*



Shelmith Mwangi, Senior Consultant

*“As a member of the international development team and Millar Cameron, I revel in partnering with impact-driven organisations. My role is to secure the key talent they require to fulfill their impactful missions. Connecting these organisations with skilled leaders allows me to play a role in fostering positive change for the greater good.”*



Victoria Bowden, Head of Research

*“As part of the international development team at Millar Cameron it has been a privilege to partner with exciting organisations at the forefront of key development areas across the continent, including food security, sustainability and economic empowerment. It is incredibly rewarding to locate the professionals who enable these organisations to develop and thrive, offering real impact across Africa.”*



Silvia Tikani, Consultant

*“As part of the international development team at Millar Cameron, I look forward to engaging with individuals and organisations, taking the time to truly understand their needs and from there finding exceptional leaders to make an impact.”*



Susan Kamenwa Waweru, Partner

*“I see recruitment in the international development sector as matchmaking for social good. To witness solid connections form between organisations and key leadership talent, and the resultant impact on their mission and vision is most exciting.”*



# ADDITIONAL SOLUTIONS

*We have represented 136  
nationalities in our shortlists*

## *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.

## *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.

## *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.

## *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.





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