

PEOPLE . PASSION . PERSISTENCE

MILLAR CAMERON

# FINDING THE PEOPLE *WHO MAKE THE DIFFERENCE*

*Millar Cameron is an executive  
and professional search  
consultancy that focuses on  
Africa and other  
emerging markets.*



# WHO ARE MILLAR CAMERON

*Mission:*

To positively contribute to the development of Africa.

*Vision:*

We act with diligence and strive for excellence in connecting leaders with Africa facing employers.

Since 2007 Millar Cameron has been placing high calibre leaders and executives into a wide range of businesses and institutions across Africa. These include high-growth, early-stage companies, multinational corporations, development finance organisations and non-profits that invest in Africa's future and wellbeing.

Our goal is to provide client-centric, tailored executive search, recruitment and advisory services.

Our international reach paired with local market knowledge enables us to provide our clients with outstanding leaders who deliver results, irrespective of geography.

We utilise a rigorous and proven research-driven search process to identify the best fit for our clients.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.

At Millar Cameron, we recognise the impact of our work both on the clients we partner with and society at large. We understand the responsibility of our work, remain proud of our results, and strive to make a difference.

# WHAT WE DO

We have built our reputation on introducing outstanding leaders to clients who require exceptional talent to take their organisations to the next level.

We advise on C-suite, Board and Senior Management appointments.

We are a leading executive search firm focused on leadership appointments across Africa.

Our purpose is to ensure we contribute to the ongoing development and growth of Africa through the provision of inspiring, capable and committed leaders.

We have a wealth of experience across a range of sectors that are shaping some of the most important outcomes in Africa, and the world today.



# OUR FOOTPRINT



Irrespective of the search, the majority of our roles require borderless outreach and search activity. Thanks to our long standing commitment to emerging markets we have developed unparalleled talent pools that allow us to search the global market.

To date we have successfully concluded searches in 94 countries globally, including 41 African countries.

Thanks to our multilingual team of consultants we support clients across anglophone, francophone and lusophone markets.

We have represented over 136 different nationalities and secured appointments for over 1700 clients.

# WE LEAD FROM THE FRONT

## *Our Solutions:*

We specialise in five critical areas: executive search, board services, talent mapping, succession planning, and developing diverse leadership teams.

### *Executive Search:*

Through our executive search function, we partner with you to identify and attract leaders with the skills and experience you need to deliver your objectives, and make a positive, lasting impact.

### *Board Services:*

We are passionate about finding individuals that will strengthen your board and enhance your senior team, by bringing fresh insights, complementary skills and diverse experience to your top table.

### *Talent Mapping:*

We help you to identify talent gaps within your organisation, assess the skills and development potential of your existing staff and help you to plan for any strategic hires that may be required.

### *Succession Planning:*

We work in partnership with you to retain, develop and attract your next generation of leaders.

### *Diversity, Equity and Inclusion:*

We are committed to advocating the best talent, irrespective of race, gender, disability, or sexual orientation.

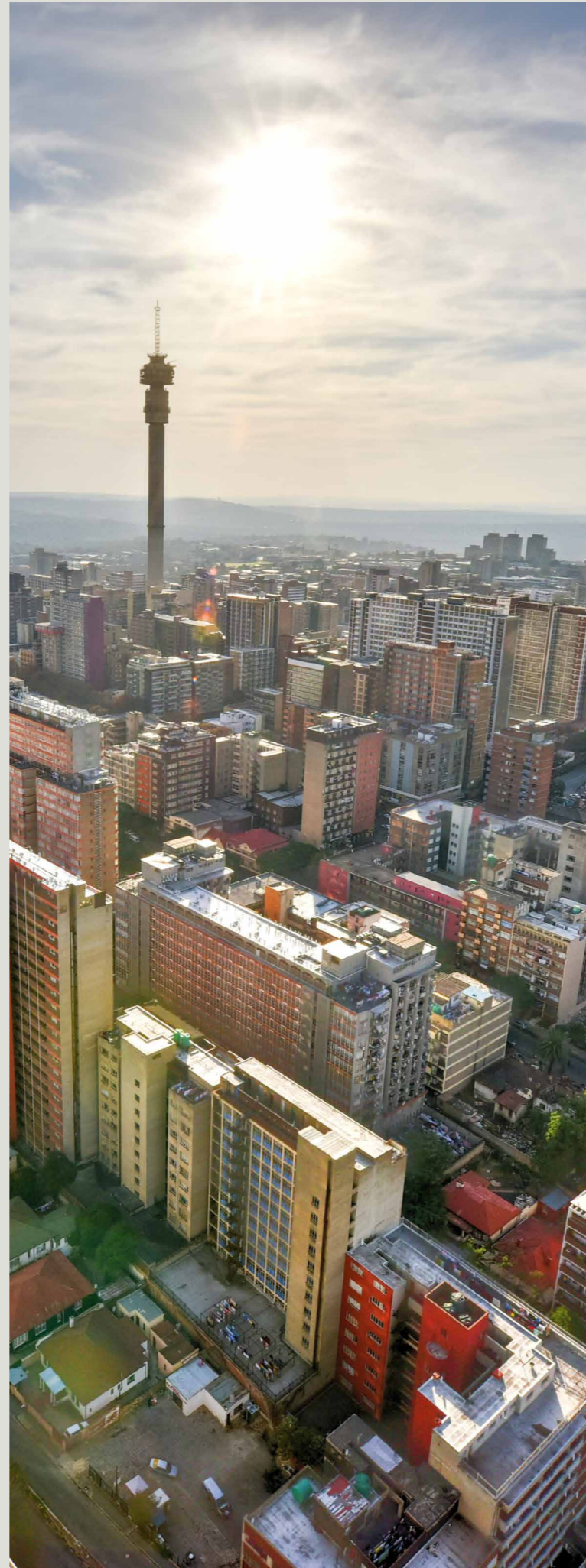
We support clients in developing DEI policies and implementing initiatives.



# SOLUTIONS LED BY INSIGHT AND EXPERTISE

## *Our Solutions:*

Accurate and up-to-date knowledge of specific industries and functions is key to successfully matching leaders and businesses. We have dedicated sector teams with the practical experience, insights and connections required to deliver outstanding executive search and recruitment solutions.



## *Agribusiness:*

Our team is widely regarded as the leading executive search partner for agribusinesses in Africa. Our in-depth knowledge of the sector has been developed over many years, having worked extensively with the most established and progressive agribusinesses in Africa and around the world.

## *International Development:*

Our international development team is well equipped to attract the best people to senior management roles and leadership positions in all parts of Africa.

## *Industrial:*

We have a proven track record of placing senior executives within a wide range of industrial businesses, from high-growth early-stage companies to internationally-owned corporations with significant African interests.

## *Logistics:*

Logistics is a critical industry for Millar Cameron to support. We work with international organisations, regional businesses and dynamic start-ups, drawing on our experience and insight to select and hire the leaders that will execute our clients' strategies and take their businesses to the next level.

## *Consumer:*

We work closely with multinationals and independent businesses in the FMCG and retail sectors right across Africa to source senior managers and leaders with the skills and experience to build brand awareness and conquer new markets, at home and abroad.

## *Financial and Professional Services:*

We have the due diligence and executive search capabilities locally, nationally and internationally, to successfully source top talent for your organisation.

## *Private Equity:*

We draw on our deep local and sector knowledge and expertise to identify and recruit leaders who make the difference. We remain effective at sourcing C-level profiles for their portfolio businesses.

## *Technology, Media and Telecomms:*

Our experience and knowledge of the TMT sector in emerging markets puts us in an ideal position to handle your next senior management challenge.

## *Power and Infrastructure*

Access to reliable power is critical for the economic and social development of the African continent. The Millar Cameron power team has a long track record of connecting investors, developers, operators and power sector entrepreneurs with the high calibre talent needed to build successful and sustainable energy businesses.

# HOW WE DO IT

## *Our 5 Step Approach:*

Everything we do is underpinned by diligence – a constant and earnest effort to achieve the end goal in the best interests of both clients and candidates.

Our service comprises five steps, each tailored to suit the specific needs of our clients.



One.

### *Define:*

A detailed meeting to begin the process is vital, as it allows us to understand every aspect of the role, including capabilities, background, culture and competencies of the desired executive. This enables us to develop a comprehensive role description, determine the search priorities and parameters, and the criteria against which all applicants will be measured.

Two.

### *Develop:*

We will work with you to identify the companies, industries and geographies you particularly want to target, which, augmented by our market knowledge, will inform our outreach strategy. We will action a combination of research, direct headhunting, source referrals, our own networks and established talent base to create a comprehensive longlist. We will communicate with you regularly to discuss our search insights and calibrate our list of targets.

Three.

### *Engage:*

We carry out rigorous due diligence on all of our candidates and conduct competency-based interviews to assess their potential fit within your organisational structure. All questioning is bespoke to the role and we ensure all aspects discussed during the definition process have been explored, before we draw up our shortlist. Psychometric testing will be carried out on all shortlisted candidates

Four.

### *Present:*

We will provide you with a pack comprising personal profile, interview notes, full compensation information, and a detailed resume, for every shortlisted candidate. Our reasons for inclusion will be discussed in full. We will remain involved through the selection process, including preparing and debriefing our candidates through the interview process.

Five.

### *Complete:*

Once the preferred candidate is identified, Millar Cameron will conduct detailed reference reports, and can provide background checks and psychometrics, when required. We will offer support and counsel through the offer and negotiation stages leading to the successful outcome.

# WHY WE DO IT



Millar Cameron was founded in 2007 by Conor O’Callaghan, who together with the senior management team, has developed a global executive search consultancy with unrivalled specialist knowledge, experience and focus on Africa.

With over 13 years’ experience in Africa our commitment is clear, and we are recognised as one of the region’s leading executive search consultancies.

We have developed a profound knowledge of the regional recruitment landscape, both from

a candidate’s perspective and regulatory point of view. We have always believed that all clients and candidates, irrespective of their nationality or location, should experience the same level of service as one would expect in more developed economies.





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[millarcameron.com](http://millarcameron.com)  
[info@millarcameron.com](mailto:info@millarcameron.com)

Nairobi: +25 4720 880 889  
London: +44 2038 000 250  
Oxford: +44 1865 657 060