

MILLAR CAMERON



Executive and Professional Search Solutions *for Food & Agriculture Organisations*

Identifying leadership that builds resilient, sustainable food systems across agriculture, aquaculture, forestry, and commodities.

Securing the leadership that keeps food systems resilient is more than a promise – *it's what we're best at*

At Millar Cameron, we help organisations across food and agriculture find and appoint the leaders and technical experts they need to build resilient, sustainable food systems.

Since 2007, we've partnered with agribusinesses, aquaculture and fisheries companies, forestry and natural resource organisations, commodity traders, food processors, and mission-driven institutions working in agriculture and food security. In food and agriculture, leaders with deep sector understanding and local credibility are the ones who translate strategy into measurable outcomes.

We believe food systems are powered by people. The success of any agricultural or food system initiative depends on hiring individuals with the right mix of technical depth, commercial judgement, and aligned values, so they can deliver impact from farm to consumer.

You operate in markets where climate risk, price volatility, and regulation shape every decision. Your work is to feed communities, strengthen farmer livelihoods, protect natural resources, and build climate-resilient food systems. Our role is to make sure you have the leadership in place to do that consistently.

At Millar Cameron, we bring together the leadership that keeps food systems resilient, sustainable, and able to feed communities for the long term.



Our functional expertise

From agriculture, aquaculture and forestry to processing, logistics and investment, we support organisations across natural-resource-based value chains. Our searches deliver leadership and specialist talent that strengthen operations, optimise biological assets and support sustainable growth.

Board & Governance	Chairs and Non-Executive Directors Independent oversight, governance, stewardship and committee leadership across owner-managed, investor-backed and listed agribusinesses.
Executive Leadership	Chief Executives, Managing Directors, Regional & Country Directors Senior leadership accountable for strategy execution, performance, culture and stakeholder management across food and natural-resource businesses.
Strategy, Growth & Transformation	Strategy Directors, Corporate Development & Transformation Leads Growth strategy, portfolio optimisation, post-acquisition integration and organisational transformation across complex, multi-asset value chains.
Operations, Production, Technical & Asset Management	Operations Directors, Heads of Production, Heads of Technical Leadership of farms, forests, plantations, hatcheries and processing assets, with accountability for productivity, yield, safety, quality and cost.
Quality, Compliance & Biosecurity	Food & Product Safety, Quality and Regulatory Leaders Food safety, biosecurity, traceability, certification and export compliance across domestic and international markets.
Commercial, Sales & Marketing	Commercial Directors, Sales Directors, Key Account Managers Route-to-market strategy, pricing, customer partnerships and market development across food, timber and export markets.
Finance and Accounting	CFO, Financial Controllers, Chief Accounting Officer, Head of Audit Financial leadership, capital discipline, workforce strategy, procurement and commodity and price-risk management.
People and Administration	HR Directors, Chief People Officers, Head of Administration officer, Legal Counsel Organisational leadership across human capital, culture, governance and corporate services, ensuring effective workforce planning, talent development, legal compliance and administrative excellence.
Technology & Systems	Digital Transformation & Precision Systems Leaders Digital platforms enabling traceability, automation, precision agriculture, monitoring and operational efficiency.
Sustainability, Certification & Policy	Sustainability Directors, Certification & Government Relations Leads Environmental and social sustainability, certification (e.g. FSC™, ASC, BAP) and policy engagement.
Investment & M&A	Investment Directors, M&A, Portfolio & ESG Leads Capital deployment, M&A, asset optimisation and long-term value creation across agriculture, aquaculture and forestry portfolios.

We are proud to partner with organisations across the global food and agriculture sector to build leadership teams that innovate, strengthen value chains, and drive sustainable, resilient growth.

*Trusted by leaders
worldwide*





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If you're looking for a collaborative partner that combines deep expertise with a personalised approach *you're in the right place*

At Millar Cameron, we work closely with organisations to identify and attract the right talent. By leveraging our extensive industry networks and deep understanding of market dynamics, we ensure the right leadership fit is aligned with your broader organisational strategy and vision. Our approach blends industry knowledge, tailored strategies, and collaborative partnerships to deliver results.

Expert Partnerships

Partner with seasoned experts who bring deep industry knowledge and a global perspective to every challenge.

Strategic Solutions

Benefit from tailored strategies that align with your organisational goals for talent acquisition, engagement, and management.

Global Reach, Local Insight

Leverage our extensive international networks and understanding of different local dynamics.

Innovative Approaches

Stay at the forefront of talent acquisition through intelligent AI solutions, leading technology and innovative recruitment methods.

Commitment to Diversity

Enhance your team with our commitment to diversity and inclusion, ensuring a broad range of perspectives that drive business success.

Transparent Processes

Experience seamless communication and transparent processes, with real-time updates and insights provided through our advanced client portals.

Assured Quality and Support

Trust in our rigorous evaluation processes and enjoy peace of mind with our candidate guarantees and comprehensive post-placement support.



Our work in action



Millar Cameron helped Miro Forestry & Timber Products recruit senior and specialist leaders to strengthen its operations and leadership capacity.

Miro Forestry & Timber Products is a UK-headquartered sustainable forestry and timber business with plantations and manufacturing in Ghana and Sierra Leone. Operating to FSC™ standards, it produces high-quality plywood, sawn timber, and utility poles for West African and global markets, while driving sustainable growth, local employment, and responsible forestry.

Appointments include:

- Chief Commercial Officer
- General Manager Plywood
- Group Sales and Operational Planning Manager
- Forestry and Logistics Manager
- Board Position Plywood
- Finance and Human Resources Manager
- Sales Director

[Read our case study here](#)





To support its expanding agribusiness operations, Zambeef Products Plc partnered with us to recruit senior and specialist leaders across its diverse food production and processing divisions.

As Zambia's largest integrated cold-chain food producer, spanning crop cultivation, livestock, poultry, dairy, processing, distribution, and retail, Zambeef plays a pivotal role in national food security and economic development. Through our strategic placements, Zambeef has strengthened its leadership and technical capacity, enabling the company to deliver high-quality products, support local value chains, and drive sustainable growth across the region.

Appointments include:

- CFO
- Logistics and Operations Executive
- Commercial Executive
- Poultry Feed and Milling Executive
- Administrative Manager
- Head of Farming



“We have worked with Millar Cameron on several occasions for senior expert roles, group, and executive-level positions. We engaged with them on an executive search process to support our hire of a Group General Counsel & Head Corporate Affairs. They provided a strong partnership for the search, demonstrating extensive market knowledge and key process management.”

Michael Haag – EVP, Chief HR Officer



Regal Springs engaged us to recruit senior and specialist professionals to strengthen its global leadership and technical capability across sustainable aquaculture operations.

As the world's leading producer of responsibly farmed premium tilapia, our placements have supported the company to scale high-quality leadership across regions, advancing its commitment to resilient food systems, environmental stewardship and best-in-class aquaculture standards.

Appointments include:

- Nutritionist Head
- Global Head of Supply and Logistics
- Group Sustainability Manager
- Managing Director, Honduras
- Group Processing Engineering Manager
- Head of Operations, Mexico
- Global Internal Audit Director
- Managing Director, Mexico
- EVP, Group Farming and Supply Officer
- Head of Genetics
- Head of General Counsel and Corporate Affairs
- General Manager of Farming, Indonesia
- CFO, US/VP of Finance, Americas
- Head of Business Development, Europe
- VP/Head of Marketing, North America and Group
- Global Farming Head
- Director of Business Development, North America
- Commercial Director SEA

[Read our case study here](#)





Millar Cameron supported SIPEF in recruiting senior and specialist leaders to strengthen its global agricultural operations and sustainability agenda.

SIPEF is a Belgian agribusiness group committed to the sustainable, high-quality, and traceable production of tropical agricultural commodities, primarily palm oil and bananas, across Indonesia, Papua New Guinea, and Côte d'Ivoire. With a focus on operational excellence, ecosystem stewardship, and strong smallholder partnerships, SIPEF plays a key role in responsible tropical agriculture and value creation across multiple markets. Through these strategic appointments, SIPEF has enhanced its leadership and technical capacity, helping to advance its mission of driving resilient, sustainable growth across diverse food systems and communities.

Appointments include:

- Managing Director – Banana Division
- Corporate Communications Officer

“We all receive countless messages from recruitment agencies on LinkedIn, but one in particular truly caught my attention. I decided to reply, and from that moment on, everything moved forward in an exceptionally smooth and professional way. The process was clear, efficient, and refreshingly human. That is how I met Millar Cameron, an encounter that became a key turning point in the success of my career.”

Fabrice Hurel, Fruits Department Manager SIPEF





Flamingo Horticulture partnered with Millar Cameron to recruit senior and specialist leaders across its integrated horticultural operations, strengthening its capacity to deliver quality and innovation across global fresh-produce supply chains.

As a world-leading vertically integrated agribusiness, Flamingo cultivates, processes, markets, and distributes sustainably produced fresh cut flowers, premium vegetables, and plants to major retailers and markets across the UK, Europe, and beyond. Through these strategic appointments, Flamingo has enhanced its leadership and technical capability, helping to uphold its commitment to excellence, sustainability, and resilient supply chains that connect growers, partners, and consumers worldwide.

Appointments include:

- Head of ESG - Data & Projects
- Account Manager
- New Product Development Manager
- Operations Director - Ethiopia
- Chief Information Officer - Kenya
- Finance Manager
- Farm Manager
- General Manager

Our solutions

Hire

Executive Search

Professional Recruitment

Project Recruitment

We make the process of recruiting senior executives and leaders as straightforward and effective as possible, drawing on our global expertise, commitment to diversity, and thorough search processes. Whether you're struggling to access outstanding talent, lack the capacity to deliver the searches in-house, or need to engage with the market confidentially, you can rely on our deep sector knowledge and extensive networks to find not only candidates but future leaders who will propel your organisation forward.

Find & Engage

Talent Mapping

Talent Pipelining

Finding the right talent is just the beginning - you also need to engage them effectively. Our Talent team's wealth of experience helps you identify the top talent and obtain crucial market insights to build a ready-to-hire talent pool that prepares you for the future. With strategic insights drawn from extensive data and services structured to align with your hiring plans, we help you stay ahead of the competition and secure the best candidates when you need them - without unnecessary delays and associated costs.

Assess

Psychometric Assessments

Technical Evaluations

Competency Frameworks

Improve your hiring decisions with assessment services that carefully evaluate each candidate's skills and potential. To ensure candidates match your company culture and strategic goals, we gain crucial insights through detailed psychometric and technical evaluations that help you identify who is not only capable, but also an ideal fit for your team's long-term success.

Consult

HR & Talent Advisory

Board Services

Succession Planning

Salary Survey & Benchmarking

Organisations seeking a trusted partner often turn to Millar Cameron for strategic guidance. We tailor our services to meet diverse client needs, encompassing board and succession planning advisory, broader HR consulting, organisational evaluation and design, and salary benchmarking. Leveraging our deep understanding of both global trends and local contexts, we provide data-driven insights and expert advice, transforming staffing challenges into opportunities for growth. This ensures your HR initiatives and organisational goals are in perfect alignment.



About our team

Our food and agriculture team partners with organisations across the value chain to connect them with the leaders and specialists shaping resilient, sustainable food systems. Combining deep sector knowledge with extensive global networks, we support you at every stage of the search process, identifying individuals whose expertise and leadership capabilities align with your strategic and commercial goals.



Conor O'Callaghan, Managing Partner

Conor is the Managing Partner and Founder of Millar Cameron, and specialises in executive and senior leadership recruitment across emerging markets. With over 22 years' experience, he delivers C-suite and Director-level appointments across agriculture, investment and consumer facing sectors. He brings deep regional insight and a long-standing commitment to building leadership teams that drive sustainable growth across the food and agriculture value chain.



Tom Jeffes, Senior Partner

Tom has spent the last 15 years working in Millar Cameron's agribusiness practice, supporting organisations across the food and agriculture value chain to deliver Board and senior leadership appointments. With deep experience spanning agribusiness, consumer and adjacent investment sectors, he supports clients on complex executive search, succession planning and leadership advisory mandates. Tom is committed to embedding equitable and inclusive recruitment practices, helping organisations secure leaders capable of delivering long-term, sustainable impact.



Angus Collett, Partner

Angus specialises in executive search within the global aquaculture sector, supporting businesses as they scale operations, strengthen governance and build technical and commercial leadership capability. He works closely with clients on senior appointments and leadership advisory mandates, bringing a strong understanding of the operational and market dynamics shaping modern aquaculture. Angus is focused on delivering thoughtful, inclusive search processes that support sustainable growth and long-term organisational resilience.



Achim Pashi Lokombe, Senior Consultant,

Achim specialises in executive search across the agribusiness and food production sectors in French markets. He partners with organisations across the agricultural value chain to address senior leadership and technical hiring needs, supporting complex searches up to C-level for businesses ranging from growth-stage enterprises to multinationals. Combining deep regional insight with a collaborative approach to talent mapping and succession planning, Achim supports clients in building leadership capability aligned with long-term operational and commercial goals.



Sharon Toroitich, Consultant

Sharon supports executive search and talent mapping assignments across the food and agriculture sector. Working with organisations across the agribusiness value chain, she supports the delivery of senior and specialist appointments and brings strong experience in candidate engagement across diverse markets. Sharon is known for her rigorous and people-centred approach, helping ensure high-quality search processes and strong long-term appointments.



Freya Wallace, Consultant

Freya supports executive search and talent mapping assignments across the food and agriculture sector, working with organisations throughout the agribusiness value chain. With strong cross-cultural communication and multilingual capabilities, she contributes to the delivery of senior and specialist appointments across diverse markets. Known for her clarity-driven, collaborative approach, Freya helps ensure well-structured search processes and effective stakeholder engagement, supporting long-term leadership outcomes.

MILLAR CAMERON

Contact our team today

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