



MILLAR CAMERON

Executive and Professional Search Solutions *for International Development Organisations*

Our experienced team identifies those leaders and specialists across the international development sector who deliver meaningful, sustainable results worldwide.

Uncovering exceptional talent for your organisation is more than just a promise – *it's what we're best at*

At Millar Cameron, we connect purpose-driven organisations with the leadership and technical talent needed to deliver sustainable development and lasting impact.

Since 2007, we've worked with NGOs, foundations, multilaterals, social enterprises, and private-sector organisations across climate, health, education, and economic inclusion. In International Development, strong, locally credible leadership is often the difference between programmes that grow and those that struggle.

We believe people drive progress. The success of any development initiative depends on hiring individuals with the right mix of expertise, cultural understanding, and aligned values — so they can lead with purpose.

You operate in contexts where political change, funding pressures, and complex local realities shape every programme decision. Your work is to strengthen health systems, build climate resilience, advance sustainable agriculture, expand access to quality education, drive economic inclusion, and harness technology for good.

Our role is to make sure you have the leadership in place to turn that intent into lasting, measurable impact.

At Millar Cameron, we bring together the talent that makes sustainable, inclusive development possible.



Our functional expertise

From building high-performing leadership teams to supporting programme growth and cross-sector collaboration, we help organisations find the people they need to deliver sustainable, inclusive development.

Executive Leadership & Governance	CEOs, Executive Directors, Regional/Country Directors, Board Members Organisational vision, strategic direction, institutional growth, governance excellence, and global representation.
Chief of Staff & Executive Operations	Chief of Staff, Deputy CEO, Chief People Officer/ HRD Executive enablement, institutional coordination, cross-functional delivery, and organisational effectiveness.
Strategy & Organisational Development	Director of Strategy, Head of Strategic Planning, OD Directors Strategic planning, institutional positioning, organisational transformation, and organisation-wide alignment.
Programme & Operations Leadership	COO, Programme/Operations Directors, Deputy Directors, Country/Regional Managers Translating strategy into impact at scale; portfolio oversight; operational excellence across regions.
Technical & Thematic Leadership	Heads of Health, Education, Climate, WASH, Livelihoods, Gender, etc. Sector-specific innovation, evidence-based programme design, and technical credibility on global priorities.
Monitoring, Evaluation & Learning	MEL Directors, Heads of Knowledge & Learning, Research Leads Organisational learning, performance measurement, adaptive management, and accountability systems.
Finance & Risk Leadership	CFOs, Finance Directors, Risk & Compliance Directors, Internal Audit Heads Financial sustainability, governance, regulatory compliance, and enterprise risk management.
Partnerships, Fundraising & External Relations	Development/Partnerships Directors, Fundraising Leads, Communications Directors Resource mobilisation, donor stewardship, strategic stakeholder engagement, and brand positioning.
Advocacy, Policy & Influencing	Policy/Advocacy Directors, Government Relations Heads Policy changes, coalition building, advocacy campaigns, and influencing national/international agendas.
Technology, Digital & Data	Chief Digital/Technology Officers, IT Directors, Heads of Data & Analytics Digital transformation, technology-enabled solutions, and data-informed strategic decision-making.
Impact Investment & Development Finance	Chief Investment Officers, Fund/Portfolio Managers, Impact & ESG Directors Capital deployment, investment portfolio oversight, ESG integration, and mobilising catalytic finance.

We are proud to partner with organisations worldwide to build teams that innovate, lead, and drive sustainable change across diverse development challenges.

*Trusted by leaders
worldwide*



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

We work closely with organisations to identify and attract the right talent. Drawing on our industry networks and deep understanding of local and global markets, we focus on securing leadership that aligns with your organisation's strategy, priorities, and long-term goals. Our approach combines sector knowledge, tailored search strategies, and close collaboration to support effective hiring decisions

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 the complexities of developing markets, particularly in Africa.

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



The Clean Cooking Alliance (CCA) engaged us to recruit senior and technical professionals to establish its pioneering Delivery Units in Kenya and Sierra Leone.

Through these strategic placements, CCA has strengthened its leadership capacity and advanced its mission is to make clean cooking a systems-level priority, enabling governments to accelerate sustainable and inclusive energy transitions.

Appointments include:

- Head, Clean Cooking Delivery Unit, Kenya
- Head, Clean Cooking Delivery Unit, Sierra Leone

“Millar Cameron connected us with outstanding local talent in two African markets - individuals we likely would never have discovered on our own. Their deep understanding of the leadership landscape across mission-driven institutions and sectors was invaluable. The process was seamless from start to finish, and the quality of candidates was excellent. We would gladly work with them again.”

Samiksha Nair, Chief Strategy Officer

[Read our case study here](#)



Our team supported MEDA in recruiting senior and technical professionals across its programmes, strengthening leadership and building capacity to deliver sustainable impact.

As an international economic development organisation, MEDA harnesses the power of business to create lasting economic opportunities and systemic change, including its ambitious goal to create or sustain decent work for 500,000 people in emerging economies by 2030.

Appointments include:

- Senior Vice President, Partnerships and Business Accelerator
- Chief of Party
- Regional Director, Latin America and Asia
- Director of Project, Multi-Country
- Senior Director, Investment Finance
- Deputy MD
- Business Development Manager – Global Programmes
- Institutional Capacity Strengthening Specialist
- MERL Specialist
- Impact and Knowledge Manager
- Agricultural Engineer

[*Read our case study here*](#)

“I really appreciated the accountability that Millar Cameron maintained throughout the entire process.”

Nana Owusu Ansah - Regional People & Culture Lead (Africa), MEDA





We have partnered with the Forest Stewardship Council (FSC) on multiple leadership searches, helping to strengthen a global team dedicated to safeguarding the world's forests.

As the leading organisation setting trusted standards for responsible forest management, FSC unites businesses, governments, NGOs, and communities through its unique multi-stakeholder model. Together, these leaders are advancing sustainable forestry practices and driving lasting impact across ecosystems and communities worldwide.

Appointments include:

- Director of People & Culture
- Senior Director of Markets
- Head of Communications
- Chief Engagement Officer
- Programme Manager Customer Care
- Head of Procurement & Logistics
- National Representative - Romania
- Director System Integrity
- Global Finance Director





Working with the Forest Stewardship Council (FSC), we helped strengthen the leadership of the FSC Indigenous Foundation — a global initiative empowering Indigenous Peoples to shape the future of the world's forests.

Through the USAID-funded Indigenous Peoples Alliance for Rights and Development (IPARD) Program, the Foundation is building Indigenous leadership, amplifying their voices in decision-making, and promoting sustainable forest-based livelihoods. Together, these efforts are driving a more inclusive, equitable, and sustainable approach to forest and climate governance worldwide.

Appointments include:

- Director of Finance And Administration
- Program Director
- Deputy Director
- Program Lead For Business Partnerships And Indigenous Economies
- Program Lead For Monitoring, Evaluation And Learning

[Read our case study here](#)



“What sets Millar Cameron apart is their collaborative, flexible approach, and genuine commitment to finding the right fit, not just the fastest placement. Their responsiveness and ability to work within our existing processes has made them trusted advisors in our leadership development strategy.”

Andrew Musoke - Chief Operating Officer, Seed Global Health



By helping Seed Global Health build their team through key hires, we have strengthened their leadership and capacity to drive impact.

In its 2024–25 Annual Report, Seed highlights nearly 900 graduates from health training programs, more than 3,700 in-service health workers trained, over 30 active academic programs, and an estimated 76 million people reached. Working across countries such as Uganda and Malawi, Seed is advancing emergency medicine, improving maternity care, and building resilient, equitable health systems worldwide.

Appointments include:

- Chief Operating Officer
- Global Director of People & Culture
- Senior Director of Policy
- Director of Finance
- Director of Measurement, Evaluation & Learning
- Chief Finance Officer





By assisting MedAccess in strengthening their team through strategic placements, we have contributed to their mission of expanding access to essential medicines.

Since 2017, MedAccess has facilitated access to medical innovations for over 559 million people across more than 115 countries. Their efforts have led to significant cost savings, enabling the procurement of vital health products at lower prices. Through partnerships with governments, health organisations, and the private sector, MedAccess continues to enhance healthcare delivery and equity on a global scale.

Appointments include:

- Health Investment Director
- Health Markets Access Director
- Investment Committee Chair
- Board Member
- Director of Strategic Partnerships



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 international development team is dedicated to connecting organisations with the leaders and specialists who drive sustainable development. With deep functional expertise and strong international networks, we add value at every stage of the search process, helping you find individuals whose skills and experience align with your mission.



Marta Koczorowska, Senior Partner

With over a decade of executive search experience spanning both for-profit and non-profit sectors, Marta brings best-in-class recruiting expertise to the impact and sustainability space across EMEA and Africa. Having led the European function of a global talent organisation, she has partnered with large international brands and mission-driven organisations alike to secure critical senior and technical talent. Marta is passionate about advancing diversity, equity and inclusion in recruitment and actively champions best practice in inclusive hiring.



Silvia Tikani, Senior Delivery Consultant

Empowering impact organisations with strategic talent, Silvia specialises in recruiting senior and technical professionals across the EMEA region. With a strong track record at Millar Cameron, she helps international development clients navigate complex hiring challenges and secure the leadership that can drive systemic change. Silvia is deeply committed to inclusive recruitment, advocating for diversity, equity, and representation in every placement to help build resilient, purpose-driven teams.



Grace Galaty, Senior Consultant

Partnering with organisations to build high-impact teams, Grace brings deep expertise in recruiting senior and technical talent across the EMEA and African markets. She works closely with mission-driven organisations to address strategic resource planning needs and deliver transformational leadership hires. Grace is committed to advancing diversity, equity and inclusion, embedding inclusive hiring practices that help her clients build stronger, more resilient teams.

MILLAR CAMERON

Contact our team today

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