

MILLAR CAMERON

Executive and Professional Search Solutions *for Technology Organisations*

Identifying leadership that powers connectivity, electrification, and scalable technology platforms across emerging markets.

Securing the leadership that powers technology businesses is more than a promise – *it's what we do best.*

At Millar Cameron, we partner with technology organisations across emerging markets to identify and appoint the leaders who enable growth, operational excellence, and long-term value creation.

From scale-ups and growth platforms to enterprise technology companies, large infrastructure platforms, and Mobile Network Operators we work with companies in connectivity, data infrastructure, clean technology, electric mobility, fintech, and agri-tech. Our focus is on building leadership teams that can scale and operate responsibly while delivering impact across markets.

We believe technology ecosystems are powered by people. Success depends on appointing individuals who combine technical expertise, commercial judgment, operational leadership, and governance experience – the leaders who can turn ambition into measurable outcomes.

You operate in environments where growth, capital deployment, regulation, and infrastructure challenges shape every decision. Our role is to ensure you have the leadership in place to execute effectively, secure investor confidence, and build teams capable of sustaining long-term growth.

At Millar Cameron, we bring together the leadership that powers technology businesses from start-up to scale-up, enabling them to grow responsibly, innovate continuously, and achieve lasting impact.



Our functional expertise

From building high-performing leadership teams to supporting technology-led growth, we help organisations find the people they need to deliver connectivity, digital capability, and long-term impact.

Executive Leadership & Governance	CEO, Managing Director, CTO, Board Members Setting strategic direction, operational and financial governance, organisational growth, and investor/stakeholder engagement.
Operations Leadership	Head of Operations, Regional/Network Director Translating strategy into operational impact, scaling teams, processes, and workflows, and ensuring consistent delivery across markets.
Technical Leadership	Head of Engineering, Head of Product, Head of Technology Platforms Leading the design, development, and delivery of technology platforms and infrastructure, ensuring scalability, reliability, and innovation.
Technology, Digital & Data Leadership	CTO, CIO, Head of IT, Head of Data & Analytics Setting the technology and data strategy, overseeing digital transformation, ensuring platform scalability, and enabling data-driven decision-making.
Strategy & Organisational Development	Head of Strategy, Director of Strategic Planning, Organisational Development Director Strategic planning, organisational transformation, and team alignment for start-ups and growth-stage technology businesses.
Finance & Risk Leadership	CFO, Finance Director, VP of Finance, Risk & Compliance Director Financial governance, capital deployment, regulatory compliance, and enterprise risk management.
Commercial & External Relations	Commercial Director, Business Development Director, Investor Relations Director, Head of Partnerships Stakeholder engagement, market development, investor reporting, and commercial strategy.
Impact & ESG Leadership	Head of ESG, Impact Director, Chief Investment Officer (for infrastructure/energy projects) Sustainable growth, ESG integration, and investment oversight for infrastructure and platform businesses.

We are proud to partner with organisations worldwide to build teams that enable connectivity, digital transformation, and sustainable growth.

*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.

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



As part of its expansion strategy, Hello Tractor partnered with Millar Cameron to attract high-impact senior and specialist leaders, enhancing its operational delivery and advancing the commercial and technical development of its platform.

Hello Tractor is an agri-technology company transforming smallholder farming across sub-Saharan Africa by connecting tractor owners with farmers through a digital platform. Often described as the “Uber for tractors,” the company enables affordable access to mechanisation, improving productivity and incomes for farmers while creating economic opportunities for equipment owners. Through data-driven insights, financing partnerships, and a rapidly expanding network, Hello Tractor is advancing agricultural productivity, food security, and rural livelihoods across the continent.

Appointments include:

- Chief Financial Officer



“Millar Cameron efficiently sourced a shortlist of excellent candidates whose profiles were closely aligned with our requirements, and played a critical role in the onboarding of the preferred individual.”

James Griffiths, Partner, DPI/EFT Board Member

Millar Cameron partnered with EFT Corporation to identify and appoint senior and specialist leadership talent, strengthening its executive leadership and supporting its strategic growth across Africa’s dynamic financial services landscape.

EFT Corporation is a leading payments and fintech company delivering modern digital banking infrastructure, including Banking-as-a-Service, card issuing, acquiring, and payment processing solutions for financial institutions and businesses across the continent. With a mission to expand financial inclusion and enable seamless electronic payments, EFT Corporation serves over 100 institutions and drives innovation in Africa’s payments ecosystem.

Appointments include:

- Group CFO

[Read our case study here](#)



“The Millar Cameron team not only identified exceptional candidates from a range of (often unique) backgrounds, but were also able to pre-empt the strengths and concerns we would see in each candidate, and act as a thought partner throughout the decision making process.”

Chris Rhodes, Poa! Internet



Since 2021, Millar Cameron has partnered with poa! Internet to appoint a range of senior and specialist leaders, reinforcing its executive capability and enabling rapid expansion across Kenya's digital connectivity market.

Poa! Internet is a Nairobi-based internet service provider on a mission to connect every home in Africa by expanding affordable, unlimited broadband access to underserved communities. The company's innovative, low-cost broadband and extensive public Wi-Fi network are driving digital inclusion, unlocking access to opportunities in education, employment and economic participation across Kenya and beyond.

Appointments include:

- Managing Director, Kenya
- International Expansion Director
- Impact Director
- Chief Financial Officer
- Commercial Director
- Head of ESG
- Network Director

[Read our case study here](#)





To support its continued growth, Millar Cameron worked closely with Kofa to secure key senior and specialist talent, strengthening its technology and operational functions as the company scales its energy-tech platform across Africa.

Kofa is a Ghana-based clean technology company transforming energy access through its innovative battery network and AI-enabled infrastructure. The company's swappable battery-as-a-service model delivers reliable, affordable and sustainable energy for electric mobility, households and small businesses, helping reduce dependence on fossil fuels and unlock cleaner productivity across urban Africa.

Appointments include:

- Chief Operations Officer
- Chief Financial Officer



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 Technology team is dedicated to connecting organisations with the leaders and specialists who enable connectivity, digital transformation, and technology-led growth. With deep sector 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 strategy and operating environment.



Conor O'Callaghan, Managing Partner

Conor has over 22 years' experience recruiting executive and senior leaders across emerging markets, with a strong focus on technology and digital infrastructure. He has led C-suite and board-level appointments across the tech ecosystem and advised clients in private equity, consumer markets, agriculture, and international development. Conor helps organisations attract transformative leaders who shape strategy and drive change.



Hamish Scragg, Senior Consultant

Hamish joined Millar Cameron in 2017, specialising in technology, power & infrastructure, and finance. He partners with start-ups, multinationals, and investors to deliver cross-functional searches, from analyst to director level. With deep expertise in technical, digital, commercial, and operational roles, Hamish helps organisations build teams that accelerate innovation and operational performance.

MILLAR CAMERON

Contact our team today

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