

PEOPLE . PASSION . PERSISTENCE

MILLAR CAMERON

# EXECUTIVE AND PROFESSIONAL SEARCH SOLUTIONS *FOR CLIENTS IN KENYA*

*Our experienced team works with organisations in Kenya and East Africa, across numerous sectors including Agriculture, International Development, Technology & Telecommunications, Power & Infrastructure, Real Estate, Supply Chain & Logistics, and Financial Services.*



# AN INTRODUCTION TO *MILLAR CAMERON*

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.

*"I would recommend Millar Cameron to other organisations wanting to recruit high performing individuals in the environmental and natural resources fields"*

Regional Director Africa, FSC International



MILLAR CAMERON: KENYA

# MILLAR CAMERON *IN KENYA*

We have a strong record of supporting businesses in eastern Africa, particularly in Kenya, and we are delighted that 2020 saw the opening of our first regional office in Lavington, Nairobi.

As a regional hub, Nairobi is home to many of Millar Cameron's longstanding clients on the continent, and our vision is for the office and local team to further enrich and complement these working relationships.

*Millar Cameron has represented 136 nationalities  
in our shortlists and successfully concluded  
executive searches in 41 African countries*

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# A HISTORY OF CONTINUED SUCCESS

We have an excellent track record in sourcing leaders for clients working across Kenya and East Africa.

## Uganda

### International Development

Chief Executive Officer

### FMCG

Chief Executive Officer, Chief Finance Officer,  
Head of Engineering

### Power

Non-Executive Director,  
Chief Executive Officer, Chief Finance Officer

### Farming

Managing Director, General Manager

## Ethiopia

### International Development

Chief of Party

### FMCG

Chief Finance Officer

### Farming

General Manager

### Technology

Chief Finance Officer

### Asset Finance

VP Finance

## Kenya

### International Development

Country Head, Director of Strategy,  
Regional Program Manager

### FMCG

Chief Executive Officer, Commercial Director

### Power

Director of Operations and Engineering,  
Head of Business Development,  
Manager- Energy Systems

### Farming

Regional Director, Director of Technology,  
Director of Value Chains

### Technology

Chief Operations Officer, Chief Marketing  
Officer, Chief Finance Officer,  
VP Business Development,  
Director of People, Group Head of Data

### Real Estate

Managing Director, Sales Director,  
Regional Head of Valuations,  
Malls General Manager

## Rwanda

### International Development

Country Manager, Chief of Party

### FMCG

Procurement Director

### Technology

Chief Technology Officer

## Tanzania

### International Development

Country Director,  
Human Resources Director

### Farming

General Manager, Head of Finance,  
Head of Sustainability

### Industrial

Chief Finance Officer, Operations Director,  
Director of Human Resources

### Logistics

Managing Director, Agency Director







# UNDERSTANDING EXECUTIVE SEARCH IN KENYA

Millar Cameron's expertise lies firmly in the African continent and we have over a decade of success placing senior level candidates into organisations throughout Africa and other emerging markets.

Our team in Nairobi speak both English and Swahili fluently and have a deep understanding of the business culture in Kenya and the requirements of the organisations with whom we partner.

We see the fundamentals of the steady economic growth and development in Kenya as key drivers for our ongoing success.

## *Kenya as a Hub*

Kenya is a global trading hub, from financial, logistics, communication with undersea cables landing in Mombasa, the region is a hotbed of foreign investment and is the international Headquarters to many globally recognised organisations.

## *Political Stability*

We possess a strong understanding of established governance structures, courtesy of the new constitution. The political structure of the region has been enhanced thanks to this devolved structure, with national and county governments working independently of each other.

## *Business Environment*

Kenya boasts an enviable business environment that perpetuates growth. Startups, SMEs and large corporates are thriving

due to the relative ease of doing business in Kenya with uncomplicated access to credit and microfinance loans from international and local banks, and the growing availability of mobile banking. The country's fiscal and monetary policies are stable, despite Brexit and other world macroeconomics, enhancing the levels of FDI.

## *A Youthful Population*

High calibre graduates are second to none in Africa. They are highly skilled with entrepreneurial mindsets. According to the 2020 Global Innovation Index (GII), Kenya is the second most innovative economy in Africa behind South Africa and is home to the globally recognised innovation Mpesa.

## *Cost of Labour*

The average cost of labour in Kenya is \$120-150 compared to Ethiopia where it is at \$50. However, labour productivity in Kenya is two to three

times better than in Ethiopia. A combination of Kenya's competitive cost of capital, cost of labour, raw materials, logistics and market for finished products provide a strong position for the economy.

## *Infrastructure*

Kenya has a well established and interconnected infrastructure, from roads and railways to the sea and airports.

The Port of Mombasa has seen tremendous improvement in its clearing and forwarding processes, and clearing cargo now takes just five hours from what previously took 21 days. With reduced freight costs, Kenya has a clear comparative advantage over other regions.

## *Trade Agreements*

As an AU, COMESA and AfCFTA member state, Kenya has several trade benefits with other African countries.



# 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 and understanding of the business culture in Kenya and the requirements of the organisations with whom we partner, Millar Cameron is expertly positioned to advise on matters such as diversity and inclusion goals, talent capacity and compensation.







# 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 team is passionate about identifying the individuals whose expertise and experience will enable your organisation to grow. Our market knowledge and established regional network allow us to add value to your search.



Sheila Muya, Origination and Client Services,  
East Africa

*“The experience of seeking and finding exceptional talent who then contribute to growth and transformation, one person and one organisation at a time, is most fulfilling and a delight to be a part of.”*



Carolyn Ogott, Senior Consultant

*“Recruiting leadership for global change is the core driver of my role as a Senior Consultant at Millar Cameron. Having worked extensively in Africa, I’m motivated to continue supporting the growth and development of impact-driven individuals and organisations.”*

Through the importance we consistently place on finding the right people, our passion for Africa and the persistence we demonstrate during searches, Millar Cameron is the ideal partner to enable you to achieve your recruitment objectives.



# ADDITIONAL *SOLUTIONS*

## *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.

## *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.

## *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.





