

MILLAR CAMERON

Uncovering Exceptional Talent

Millar Cameron's Executive
Search Solutions

Discover how we can solve
your talent challenges with
a wide range of services,
each tailored to meet your
organisation's diverse needs.

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

We understand that identifying, engaging, and retaining stellar talent is vital to your success. At Millar Cameron, we offer a complete range of solutions that encompass every stage of the talent acquisition lifecycle. Each of our services is carefully designed to enhance your talent management strategies, driving growth and positively impacting your organisation.

Millar Cameron's Executive 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.



Hire

We understand the complexities of finding and placing senior executives and leaders who can propel your organisation forward.

From the initial briefing to post-placement care, our executive recruitment services take care of every detail. With our extensive network, expertise and dedication to leadership recruitment, we handle the complexities of finding the right people for you. This means we don't just deliver candidates; we provide future leaders who are specifically chosen to drive your strategic direction forward.



Streamlining Executive Search

From briefing to post-placement, we can take recruiting the right people off your plate.

Our Executive Search Services manages the entire process for you, from briefing to post-placement care. We partner closely with you to understand your strategic vision, leveraging our extensive network and deep industry expertise to find the right leaders who align perfectly with your goals. With our rigorous, informed, and creative approach, we ensure that we identify not just leaders, but the right leaders who can drive growth, effectively engage teams, and create lasting value for your organisation.

Highlights of our Executive Search Services

The end-to-end process of identification, multi-stage assessment, selection, placement and post-placement care.

Ideal when you are looking to hire Boards of Directors, Chief Executive Officers and key roles within the C-suite, Extended Leadership Team at Regional and Country level.

6-10 weeks to shortlist, depending on the complexity.

6-month candidate guarantee.

Recruiting Specialised Talent

Find exceptional candidates for niche and hard-to-fill roles.

Our specialist Professional Recruitment Services go beyond just headhunting; we partner closely with your organisation to truly understand your objectives. By employing a team of dedicated industry specialists, utilising existing networks and tailored candidate engagement methods, we find the top candidates, including those not actively looking for new opportunities. This approach not only makes your hiring process smoother and quicker, but also ensures you get quality hires that align with your strategic goals.

Highlights of our Professional Recruitment Services

The expedited process of identification, engagement and selection of the top available talent.

Ideal when you are looking to hire specialist and difficult-to-fill roles and mid-management level roles.

Success-based fees.

Scaling Project Recruitment Efficiently

When you need to scale quickly, you don't need to compromise on quality.

Our Project Recruitment Services are tailored for multiple senior hires within tight timeframes, optimising both time and cost. Whether you're merging, expanding, or launching new projects, you can count on our ability to swiftly hire without compromising on quality. Our approach integrates seamlessly with your team, providing detailed reporting and ensuring you meet your project goals with the right talent in place, especially for projects requiring 5+ senior hires within 12 months.

Highlights of our Project Recruitment Services

The sourcing, attracting, assessing, and hiring of individuals for specific projects or time-bound assignments.

Discounts and economies of scale deliver substantial client savings.

A 12-month agreement with a minimum of five senior management roles in scope.

A tailored, agile recruitment process designed to meet client requirements.

A dedicated project team to define the scope and provide support for the duration of the project.



“What stands out about Millar Cameron is their clear understanding of the African landscape when it comes to identifying high-performing executives capable of leading in a complex global context. On top of that, their attention to detail and timeliness is second-to-none as they have delivered a quality service on time, ensuring this important process moves along at a pace which allows us to engage with the candidates.”

— Dominic O’Shea, Head of Management and Partnerships Unit, Sahel and West Africa Club (SWAC/OECD)

At Millar Cameron we're passionate about executive and leadership recruitment

We're not just a service provider - we're your strategic partner, passionate about enhancing your organisation's recruitment success and long-term impact.



“What distinguishes Millar Cameron is their thorough grasp of the Economic Development sphere in which we operate, spanning various African and global markets, coupled with their professionalism. They invest time in comprehending the brief, offer consistent updates, and embrace a business partnership approach, closely collaborating with hiring managers. The caliber of candidates they present is exceptional, resulting in successful hires from their recommendations. Their professionalism, expertise, and dedication to client satisfaction make them a reliable partner in the recruitment process.”

— Rita Muigai, Interim VP, People & Culture, MEDA

Choose Millar Cameron and discover a range of tailored benefits designed to uniquely support your recruitment needs.

Tailored Recruitment

Consider our team as an extension of yours. We work closely with you to understand each project's specific requirements, ensuring our recruitment strategies are perfectly aligned with your goals.

Guaranteed Results and Support

We offer management with a 6-month candidate guarantee and extend 12 months of post-placement support to ensure satisfaction for both the candidate and the client.

Cost-Effective Solutions

We're adept at crafting cost-effective approaches that maintain high-quality recruitment within your budget.

A Global Network

Leveraging over a decade of connections across diverse sectors we proactively use our extensive network to source top talent.

Deep Expertise

Our consultants bring specialised knowledge and innovative solutions, enriched with cross-sectoral resources, to create comprehensive and creative outcomes.

Commitment to Diversity

We are committed to diversity and inclusion in every search, enhancing the quality and effectiveness of our recruitment process.

Transparent Communication

Throughout the search process, we keep you in the loop, involving you in shaping role briefs and providing regular real-time progress updates through our online client portal.

Comprehensive Candidate Management

We manage all aspects of candidate engagement, from in-depth research and branding to conducting multi-stage interviews, including competency and psychometric assessments. We also take care of progress reporting, interview process management, and thorough reference checks, offer management and onboarding.



Find & Engage

Together, let's find and engage those future employees that are going to drive your organisation forward.

With our innovative Talent Mapping and Pipelining, you'll build a ready-to-hire talent pool, ensuring you're prepared for both current and future organisational needs with the best candidates lined up.

Staying ahead means not just finding the right talent, but engaging them effectively.

Mapping the Talent Landscape

In-depth market analysis at your fingertips, so you're ready for the future.

Our Talent Mapping Service provides a comprehensive overview of top talent, conducting in-depth analysis to pinpoint relevant key professionals. This proactive approach equips you with the insights needed to build robust talent pipelines, helping you prepare for future hiring needs and stay ahead in the competitive market.

Building Future Talent Pools

Have a ready-to-activate talent pool so you can hire the right candidates, quickly.

Our Talent Pipelining Service focuses on engaging and attracting the talent you will need down the line. We create a consent-based talent pool through targeted outreach campaigns, keeping potential candidates engaged and ready for future roles. This approach minimises immediate financial commitments while providing a strategic advantage in talent acquisition.



“The recruitment process can be filled with anxiety as one tries to navigate the interview and negotiation phases. Working with a recruitment firm can be tricky because they may not be knowledgeable about the technical field or context for which they are recruiting. Millar Cameron’s company values of “people, passion and persistence” were exemplified in their recruitment team’s exceptional knowledge of the client’s mission and vision, and the high level of professionalism balanced with care in interactions with candidates.”

— Grace Nkansa, Director, Employability and Strategic Partnerships, Honoris United Universities



Assess

Make informed hiring decisions with our trusted assessment services that align talent with your values and vision.

The wrong hire at the executive level can have significant consequences, from financial loss to reputational damage. We delve deep into candidates' competencies and potential to align perfectly with your company culture and strategic goals. Our assessments - both psychometric and technical - provide critical insights that ensure you choose candidates who are not only capable but also a perfect fit for your team and its long-term success. We offer this as a standalone option service that can be applied to existing employees or candidates you have identified.

Evaluating Candidates for a Perfect Fit

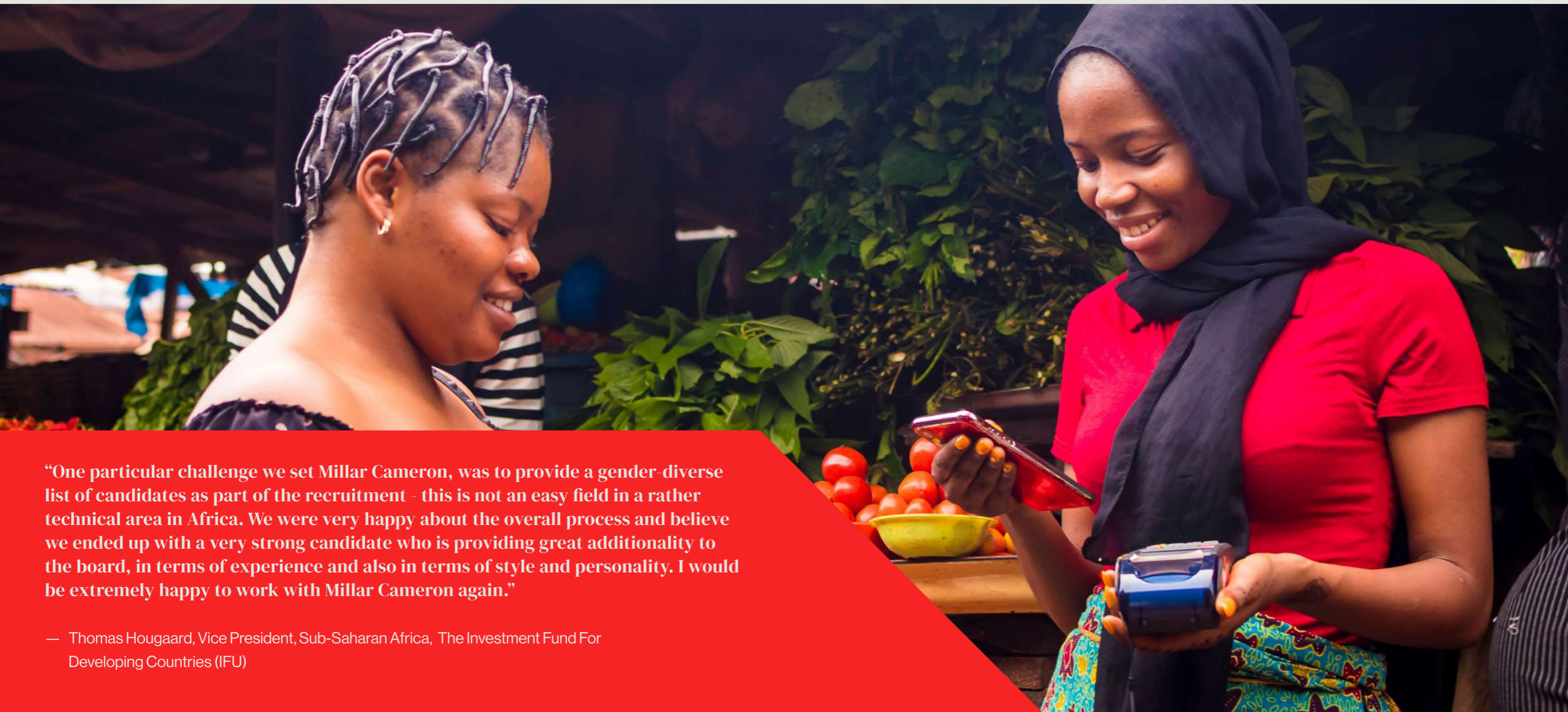
Get deep insights into candidates' capabilities and cultural fit.

Our Psychometric Assessment Services offer a robust evaluation of candidates' cognitive abilities and personality traits. By using accredited tools such as Saville, SHL, and Hogan, we provide deep insights into candidates' capabilities and ensure a good cultural fit with your organisation. We have a holistic approach, selecting tools that represent a diverse and global workforce, ensuring our methods are inclusive and promote fairness. This thorough evaluation helps you make informed hiring decisions that support your organisational values and long-term success.

Assessing Technical Competencies

Gain a competitive edge with essential technical competencies tailored for specialised sectors.

Our Technical Assessment Services thoroughly evaluate the technical skills of candidates to ensure they meet your specific job requirements. Our careful approach ensures our evaluations align perfectly with your organisational culture and strategic goals. With our bespoke method, you can build high-performing teams that propel your organisation towards success.



“One particular challenge we set Millar Cameron, was to provide a gender-diverse list of candidates as part of the recruitment - this is not an easy field in a rather technical area in Africa. We were very happy about the overall process and believe we ended up with a very strong candidate who is providing great additionality to the board, in terms of experience and also in terms of style and personality. I would be extremely happy to work with Millar Cameron again.”

— Thomas Hougaard, Vice President, Sub-Saharan Africa, The Investment Fund For Developing Countries (IFU)



Consult

When you need strategic guidance, tailored to your particular needs, draw on our deep understanding of global trends and local nuances.

From refining HR strategies to advising on competitive compensation packages, we'll provide you with expert, tailored guidance. To ensure your HR initiatives align with global trends and organisational goals, we help you harness the power of data-driven insights, transforming challenges into opportunities for growth.



Optimising Structure for Strategic Success

Aligning your organisational structure with your strategic goals for maximum efficiency.

Our Organisation Review & Design Service focuses on aligning your company's structure with your strategic objectives. We conduct a comprehensive review of your current setup and make necessary adjustments to roles, responsibilities, and reporting relationships. The result is an enhanced organisational structure that is primed to deliver on your strategic vision, complete with a clear implementation roadmap and updated job descriptions.

Enhancing Board Effectiveness

Optimise governance and strategic alignment for better performance.

Our Board Services are designed to enhance the composition, governance, and effectiveness of your board. By advising on best practices and innovative strategies, we ensure that your board's structure and operations are perfectly aligned with your organisation's vision and goals, so you can make better decisions with more strategic oversight.

Planning Leadership Succession

Take the worry out of maintaining business continuity by securing your future leadership.

Succession planning is critical for maintaining organisational continuity. We work closely with you to identify and nurture future leaders, creating an environment that attracts and retains the necessary talent for critical positions. Our proactive approach ensures a seamless transition in leadership, preserving your organisation's momentum and strategic direction.

Implementing Data-Driven Compensation Strategies

Establish a competitive compensation strategy with Salary Surveys and Benchmarking.

Our Salary Survey & Benchmarking Services deliver precise salary data, allowing you to benchmark against industry standards and optimise your reward programs. Tailored salary surveys provide detailed analysis, helping you understand how your compensation measures up and guiding you in creating attractive, equitable packages.



Why choose Millar Cameron?

Our team is dedicated to your long-term success and sustainable growth for you and your communities.

If you're looking for a collaborative partner that goes beyond the usual recruitment services, you're in the right place.

Our core mission is to empower extraordinary organisations and exceptional talent by providing comprehensive executive search services and fostering collaborative partnerships. Through our deep industry knowledge and personalised approach, we strive to drive positive change, innovation, and sustainable growth for our clients and the communities they serve.

Since 2007, we've been placing high-calibre leaders and executives into a wide range of businesses and institutions across Africa and other emerging economies. These include high-growth, early-stage companies, multinational corporations, development finance organisations, and nonprofits that invest in a sustainable future.

We firmly believe that strong leadership is essential for realising the potential of businesses and fostering a sustainable future for everyone.

Our systemic change approach is based on partnerships, and we are fortunate to work with clients in the for-profit sectors of Technology, Food and Agribusiness, Consumer, Industrial, Financial Institutions, Power & Infrastructure, as well as non-profit, social enterprises, and other stakeholders in the international development space.

We're part of the solution

We partner with forward-thinking organisations to identify and attract visionary leaders who drive innovation and sustainability. We build on existing relationships and in parallel, run searches from first principles to uncover less obvious talent - we look beyond the titles and often venture to adjacent industries to enrich the talent pools. By leveraging our extensive industry networks and deep understanding of market dynamics, we ensure the right leadership fit is aligned with a broader organisation strategy and vision.

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 with our use of cutting-edge 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.

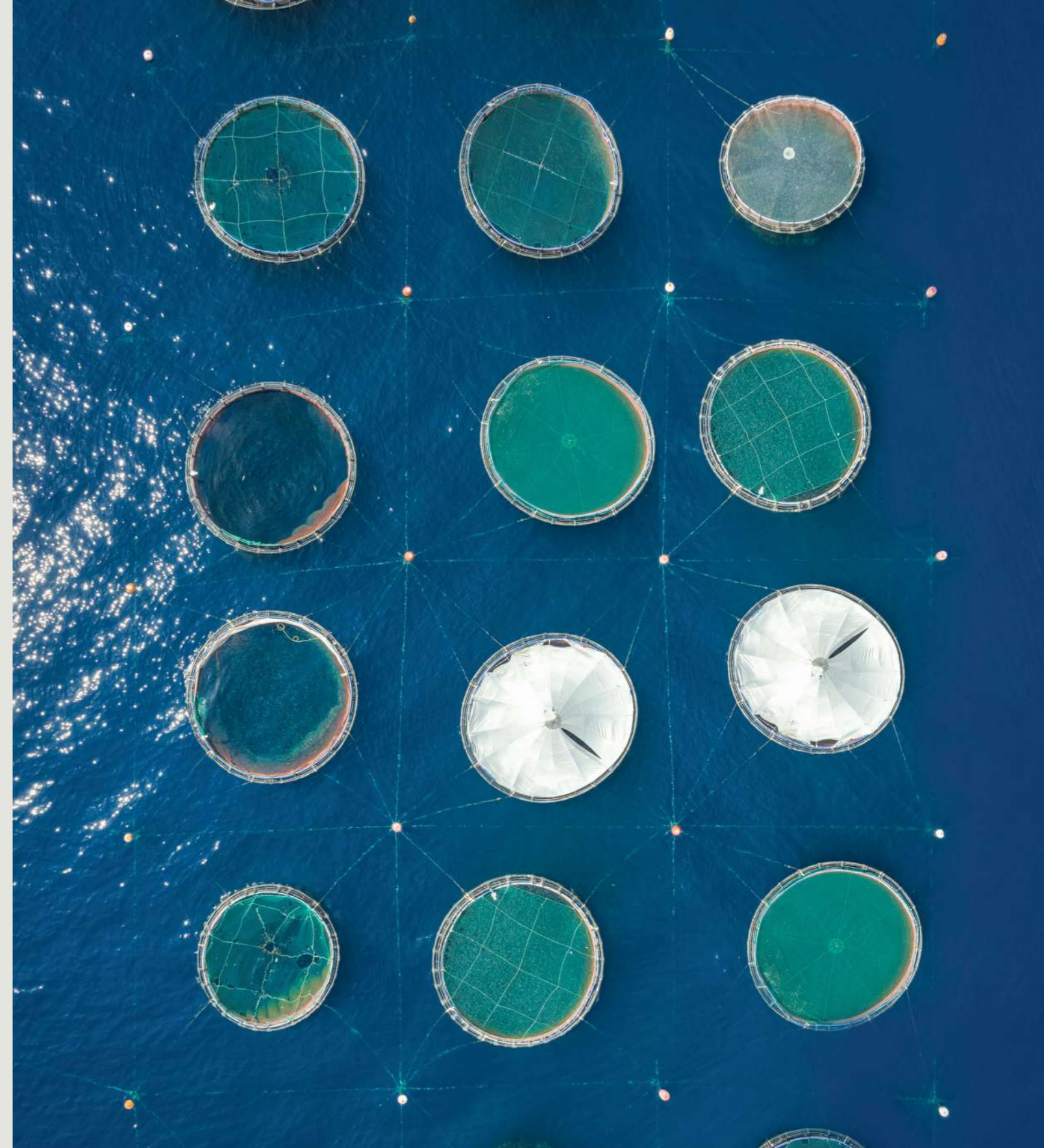
At Millar Cameron, we pride ourselves on executive search excellence.

We conduct thorough, customised searches to find leaders whose vision and skills perfectly align with your strategic goals. Our approach helps you shift from reactive to proactive talent community building, setting you up for long-term success.

Our leadership assessments ensure your leaders not only excel, but also inspire. By moving from experience-based to competency-based hiring, we promote diversity and find the best fit for your organisation.

And our strategic advisory and consulting services help organisations to shape and execute strategies for sustainable growth and innovation.

Through these efforts, we enable our clients to achieve remarkable results, driving transformative change and fostering a resilient, sustainable future for all.



“We have worked with Millar Cameron on several occasions for senior expert roles, group, and executive-level positions. They provided a strong partnership for the search, demonstrating extensive market knowledge and key process management.”

— Michael Haag, CHRO, Regal Springs

Get in touch

We're committed to solving your talent challenges with expertise and precision.

Whether you're looking to recruit, seek advisory services, engage with potential talent, or evaluate candidates, we provide the tools and insights you need to succeed.

Are you ready to talk about how we can help you get your next project underway?

Contact our team today.

WEBSITE

www.millarcameron.com

EMAIL

info@millarcameron.com

TELEPHONE

Kenya: +254 20 503 8450

South Africa: +27 11 035 7470

UK - London: +44 2038 000 250

UK - Oxford: +44 1865 657060