AESC

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**The Search Partnership**

The Search Specialists…

The Search Partnership is a leading GCC based Executive Search & Talent Solutions firm, working with prestigious clients across the MENA region and beyond. Approximately 80% of our business is either repeat business or referrals.

World-class talent is critical to the success of each and every organisation. With this in mind, The Search Partnership provides a range of Executive Search services that support our clients, allowing them competitive advantage. We deliver first-rate advice and talent solutions and work with the knowledge that our success impacts your success.

At The Search Partnership, we recognise that we’re perceived as an extension of your organisation; providing a direct channel of communication between your business and your future senior executives. The inherent way we manage our searches strengthens the markets’ view of you as an employer of choice, delivers the success for which we are renowned and is why more and more organisations are partnering with us for their Executive Search needs.

The Search Partnership is a proud member of the Association of Executive Search Consultants. Recognising that the AESC is the voice of excellence for the global Executive Search profession; our membership underlines The Search Partnership’s commitment to upholding the highest standards of the Executive Search industry and ensures that we provide true competitive advantage to our clients.

**About Us**

We recognise the importance of investing in the people of tomorrow. At The Search Partnership, we provide complete Executive Search and Talent Advisory Solutions.

Competition for world-class professionals is extremely challenging. Our success is based on expert knowledge of our sectors coupled with passion and commitment to deliver outstanding results.

Not only do we find exceptional people, we offer a bespoke range of services, designed to support our clients’ individual requirements and ensure all their business needs are met.

**Who We Are**

Specialising in identifying world-class talent for senior business critical roles, The Search Partnership is a leading Pan-Arab Executive Search and Human Resources Consultancy, operating and working across the MENA region and beyond. We are industry specialists and pride ourselves on possessing extensive knowledge of our business markets, as well as the regions within which both we, and our clients, operate.

Employing solid industry and regional expertise combined with clear business acumen; we are adaptable, responsive and provide exceptional service levels, alongside flexibility and unrivalled insight. As a business, it is essential that we always act with integrity, establish trust and keep our promises.

We firmly believe that our success supports the future success of our clients – and their success supports our continued business growth. Our focus on doing what is best for our clients produces the continuing trust they place in us as a reputable and successful Search Partner.

Our mission is to provide quality Executive Search and Talent Advisory solutions that connect the very best senior talent to the world’s best organisations. Our consultative approach and values are designed to establish long term relationships.

We search near and far, we plan, we consult, we communicate and we deliver.

With more than 20 years of market experience, living and operating in the regions we serve, our clients recognise that we provide an exemplary service and Executive Search is what we do best.

Talent Sourcing is what we do; Search is how we do it.

**Our Values**

Our core values of Integrity, Discretion and Results are inherent in everything we do and form the foundation on which our organisation is built.

We are professionals identifying professionals for professionals.

Underpinned by the knowledge that people are the heart of our business; we treat everyone who engages with The Search Partnership with respect, honesty and integrity.

* **Integrity**

Our reputation for honest and ethical dealings with those with whom we interact is one of our most prized assets. We never ask for trust, we earn it. Being perceived as trustworthy is at the core of the way we do business.

* **Discretion**

We understand that in the course of our service we will be privy to confidential information. Discretion is pivotal to all our business dealings and ensures our relationships are built for the long term upon a foundation of total confidence.

* **Results**

We are committed to achieving outstanding long term results. We excel in areas which others sometime overlook. Our proven processes and methodologies repeatedly deliver the best results for our clients’ businesses.

**Diversity & Care**

At The Search Partnership we know that people are the key to a successful business.

We value diversity; believing that a range of backgrounds produces a variety of perspectives, ideas and experiences to create strong and productive environments. The Search Partnership believes in identifying the right individual for the right assignment, taking into account organisational and cultural needs of our clients.

We are continuous in our efforts to develop strategies for improving the engagement and experience for all who connect with us. We remain committed to the care of our successfully placed candidates and keep in touch as we realise that their journey has only just begun.

The Search Partnership is committed to upholding the highest standards and ethics of the Executive Search industry, including rules and regulations pertaining to data protection. We obtain consent from all the individuals we deal with for the data we share with our clients on their behalf. Our data is collected for legitimate purpose and data protection is at the heart of the design, build and operation of the Executive Search Software we use.

**Our Services**

We neither believe in nor adopt a ‘one size fits all’ approach to Executive Talent Solutions. Our strong belief is that every client and every assignment is different. With this in mind we offer solutions with added flexibility, designed to provide a model that is appropriate and fair to all in today’s demanding markets.

Our extensive experience shows that specialist targeted searches deliver proven results; while saturation can weaken a clients’ position within the marketplace. We work with our clients on each and every assignment, identifying the right people and in doing so; allow them to gain competitive advantage by appointing the best people for their business.

Our role as an Executive Search Consultancy is to actively search for and select individual’s best suited to a specific assignment. Our fee structures are viewed favourably and we are always available to discuss bespoke methodologies or alternative structures for less in-depth work.

**Retained Executive Search**

Using industry standard methodologies, our core strengths are in identifying top business leaders that have the necessary competencies and business experience, as well as the appropriate cultural fit, to suit specific organisational needs.

**Contained Search**

A partially retained search agreement where an engagement fee covers initial expenses and time involved during the search process. It demonstrates a commitment by the client to utilising The Search Partnership’s expertise and allows us to fully engage in your search; whilst providing mutual assurance that both parties are fully committed to the process.

**Contingent Search**

We undertake contingent searches on behalf of some of our long-standing clients for specific mid-level assignments; helping to identify, qualify and present a specific selection of candidates suitable for the given mandate.

**HR Services**

Our Human Resources Consultancy service provides support if required in the development and retention of your most valuable business assets – your people. Typical areas covered include job descriptions, organisation charts, project work and psychometric testing.

**How We Work**

Our core values and ethics are inherent in everything we do.

In order to attract world-class talent to your business, we believe that ethical Talent Sourcing starts with the way in which we initiate contact with each and every potential candidate. We are a traditional search firm with a modern outlook.

Identifying individuals who are a cut above the rest and not actively seeking a career move is our speciality. We never advertise the assignments we handle for our clients. We search far and wide to find the right person for specific requirements. We provide our clients with bespoke solutions, tailored to meet specific criteria for each individual assignment.

The Search Partnership is wholly owned and independently operated. We have structured our organisation to accommodate the demands of our clients and the ever-changing requirements of their businesses. We are committed to the highest professional standards of the Executive Search industry which includes the Executive Search software we use for data management and our interaction with professional bodies.

**Our Expertise**

Each assignment is unique and tailored to our clients’ business. As a traditional Executive Search firm we do not advertise any of the assignments we handle on behalf of our clients. Our client details, including the searches we undertake for them are, and will remain, strictly confidential.

Searching high and low, our research methodologies are industry tried and tested. They are underpinned by the knowledge that people are the heart of our business. Be they clients, candidates, suppliers or our own search professionals, our business is a people business. Without them, we could not succeed.

Our proven processes allow us to tailor a search on behalf of our clients for any senior executive within any geographic location and in any industry. We specialise in identifying highly skilled senior professionals at C Suite and Mid to Senior Management levels, across a wide range of business areas.

Talent Sourcing is what we do; Search is how we do it.

**Our Approach**

We deliver a fresh approach to Executive Search. Integrity, Discretion and Results – these three words define our attitude to the work we undertake.

* No matter how complex their needs, we ensure every individual we interact with is treated with respect, honesty and integrity. We are an ethical business with high success in supporting our clients with their nationalisation initiatives.
* We explore and research relevant markets to find talent that allows organisations to succeed.
* We search far and wide for essential skill sets to meet our clients’ needs.
* We provide service excellence regardless of location.
* We believe in local knowledge on a global scale.

**Methodology**

Our Executive Search approach is flexible, but our methods are robust.

We pride ourselves on matching our client's needs with the abilities and aspirations of candidates.

This requires a thorough and proactive approach to every part of the process and it is our ability to respond to the specific requirements of our clients and knowledge and network within the markets in which they operate that sets us apart from our peers.

**Who We Find**

We find talented individuals for a range of different management levels within organisations, including:

* ’C’ Suite
* General Management
* Regional Management
* Country Management
* Heads of Business Units
* Middle Management

**Our Senior Management**

**Helen Undy**  
Managing Director

As the Managing Director of The Search Partnership, Helen has more than 20 years’ senior international Executive Search experience. She has been based in the GCC since 2003 providing Executive Search Consultancy and Talent Advisory services to clients across the region. Prior to establishing The Search Partnership, Helen has lived in Africa, Bahrain, Canada, UK and the UAE.

Although The Search Partnership’s Executive Search methodologies are non-industry specific; Helen possesses a deep understanding of the MENA regions’ Financial Services industry. This includes in-depth knowledge of Regulatory / Approved Status roles and business critical roles including (but not limited to) AML, Audit, Compliance, and Risk. As such, she counts global Banking Institutions, leading regional Investment Banks & Wealth Managers, major Middle East Financial Institutions, and Financial Service Regulators amongst her clients.

Helen’s extensive MENA Executive Search successes include: Chief Executive Officer, Chief Operating Officer, Chief Technology Officer, Chief Risk Officer, Chief Economist, General Managers and various ‘Heads of’ Functions. Her belief in, and support of, nationalisation initiatives has allowed her much success in assisting her clients to identify high calibre nationals for senior business critical roles and she is well connected within the local communities in several GCC countries. Further successes have included ‘Heads of’ HR, Finance, Economics, Compliance, Treasury & Capital Markets and General Counsel assignments.

Other major industry achievements include global searches for Chief Executive Officers, Chief Operating Officers and GM’s within the Aluminium, Oil & Gas, Telecommunication and Holding Company / Family Conglomerate sectors.

**Contact**

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