



CONSUMER
 FINANCIAL SERVICES
 INDUSTRIAL
 LIFE SCIENCES
 TECHNOLOGY

The Source for Global Corporate Leadership



TRUST	EXPECT	DISCOVER
TRUST	EXPECT	DISCOVER

People are more important than ever to your organisation's success.

Companies that hire the best and the brightest will race ahead of their competitors.

... Global Reach ··· Local Knowledge ··· Industry Expertise ···



A Letter from the President

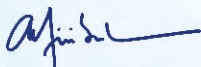
The demand for top talent has never been greater and organisations today, regardless of industry or location, seek experienced, credible leaders with the vision and skills to design winning strategies and motivate others.

Done right, new blood will infuse an organisation with imagination, power, motivation, and promise. Now, more than ever, a highly talented senior leadership team, with a broad spectrum of diversity in terms of thought, experience and perspective, is a prerequisite for sustainability and long-term success in a changing, global marketplace.

To find, assess, attract and retain the best and brightest requires a true partnership with a trusted outside advisor.

IMD International Search Group delivers effective solutions with hands-on experience in the markets we serve. Our consultants possess extensive backgrounds, with deep expertise in a broad cross-section of industry sectors and functional areas. We are committed to quality, speed of execution and transparency of process. As a result, organisations worldwide turn to us for guidance when making critical human resource decisions. We have one mission; to build the leadership capital companies need to grow and prosper.

Together, we can create enduring success for your organisation.



Albert Hiribarrondo, Sirca
Board President
IMD International Search Group



GLOBAL REACH

IMD International Search Group provides instant access to a world-class executive talent pool serving the global economy. IMD specialises in placing top-tier executives throughout the world in the areas of technology, communications and media, pharmaceutical and life sciences, consumer goods and services, industrial and manufacturing, as well as financial and professional services. Our clients range from major multi-national corporations to venture-backed start-ups, and everything in between, all around the world.

IMD Global Office Locations:

AMERICAS WESTERN EUROPE NORDIC EASTERN EUROPE MIDDLE EAST ASIA PACIFIC

LOCAL KNOWLEDGE

With more than 40 offices and 150 consultants in major markets throughout the Americas, Asia-Pacific, Europe and the Middle East, IMD consultants possess in-depth, expert knowledge of their local markets and extensive experience in their respective field of specialisation. Working as a team through our cross-border resources, IMD's global partners provide instant access to a world-class talent pool, quickly fulfilling even the most challenging of assignments.

INDUSTRY EXPERTISE

In executive search, it is not always enough to provide generalist services across all markets. In certain industry sectors, you need search consultants with specific expertise who know your industry, are deeply immersed in the target business community and possess an incisive understanding of your challenges.

In addition to a broad functional capability IMD employs sector specialists around the world who belong to industry and functional practices according to their experience and expertise. Through these practices we pool our sector and candidate knowledge and conduct focused research on talent and industry trends.

Our consultants, many of whom held senior executive positions in the industry sectors they now serve, conduct over 2,000 senior-level searches for clients worldwide each year.

CONSUMER GOODS & SERVICES

Competition for “mind-share” is greater than ever. Today’s global consumer base requires a multi-faceted approach to sales and marketing. Competition for the attention and spending power of consumers is unrelenting, requiring organisations to be well versed in the areas of supply chain, product development and increasingly, sustainability.

The industry is experiencing a shortage of highly-talented executives able to respond to mounting pressure. This scarcity of top executives makes it imperative to attract and retain outstanding leaders.

In this challenging landscape, companies require leaders who can serve as agents for change, possess a thorough understanding of new marketing formats and techniques, work with limited resources and communicate a long-term strategic vision for the organisation.

Consumer goods and services companies rely not only on our access to these top decision-makers but also our ability to assess talent – to put forth only those individuals with the ability to execute and lead the vision – to drive the organisation to new heights.

Our consultants possess deep consumer industry expertise, having held key executive positions with consumer companies, in addition to their years of executive search and consulting experience.

Consumer Goods & Services

- Advertising & Marketing Services
- Consumer Durables
- Consumer Packaged Goods
- Direct & Interactive Marketing
- Fashion & Luxury Brands
- Food & Beverage
- Hospitality, Leisure & Travel
- Retail & Wholesale



TRUST EXPECT DISCOVER

TRUST EXPECT DISCOVER

FINANCIAL & PROFESSIONAL SERVICES

In this new era of greater risk management, board scrutiny and regulatory compliance, financial services firms need access to the brightest, most trustworthy executives with extensive experience and skills. Elaborately interconnected, the world of financial services evolves every day. To survive in a competitive and crowded market, financial and professional services companies must be constantly attuned to their changing needs of the marketplace.

We recruit high-impact leaders for a broad range of clients that include commercial banks, credit card, mortgage and finance companies, as well as processing and outsourcing such as funds-transfer and cash-management systems and payment processors. We also count firms in wealth management, private banking, professional consulting, and real estate as our clients.

Our consultants utilise their market knowledge and long-standing relationships with top leaders to bring rapid and effective solutions to our clients' most challenging requirements, tapping outstanding talent in portfolio management and research; marketing, distribution, operations, infrastructure, and client service; and risk management, legal and compliance across an array of organisations.

Financial & Professional Services

- Commercial Banking & Brokerage
- Corporate & Investment Banking
- Hedge & Mutual Funds
- Insurance
- Mergers & Acquisitions
- Private Banking & Wealth Management
- Private Equity
- Professional Consultancy
- Real Estate

FINANCIAL

INDUSTRIAL

The global industrial marketplace is undergoing an historic transformation brought on by rapid advancements in technology, the emergence of new and powerful markets, accelerated innovation and the growing complexity of supply chains serving customers in every region of the world.

Never has the need for innovative, global and experienced executive leadership been in more demand but also in such short supply. Accessing and attracting the right leadership for these industrial companies is critical to keeping pace with this rapidly changing landscape.

Our consultants serving the industrial sector have significant industry experience, having walked the production lines, designed the product and coordinated the shipment of billions of dollars of goods globally before becoming consultants.

We operate in a global “borderless search” model to reflect the multi-national presence of our clients, spanning strategic markets worldwide. Our Industrial team has conducted 1000’s of senior executive search assignments over the past 35 years.

Industrial

- Aerospace & Defense
- Automotive
- Building Products
- Chemicals
- Diversified Manufacturing
- Energy & Utilities
- Engineering & Construction
- Metals & Mining
- Paper & Packaging
- Transportation & Logistics



TRUST EXPECT DISCOVER

TRUST EXPECT DISCOVER



LIFE SCIENCES

Research and Development continues to expand the boundaries of medical science at an impressive rate through ingenuity and creativeness. This rapid pace of expansion within the pharmaceutical, biotechnology, and medical device and contract services companies is the gateway to the future of medicine.

Our consultants understand how dynamic scientific advancements in the industry are shaping the opportunities and challenges facing today's life sciences companies.

To meet these challenges, leaders with operational expertise, in tandem with the unique skills to communicate an effective business mission, are critical to achieving company objectives. With our team approach, we advance the search process with practical insight, knowledge and personal relationships with today's exceptional industry talent.

Our consultants have tactical in-line experience and strategic senior management background with leading life science organisations, forming a powerful resource for tapping outstanding talent in all life sciences disciplines around the world.

Life Sciences

- Biotechnology & Biopharma
- Life Science Contract Services
- Medical Devices & Diagnostics
- OTC Products
- Pharmaceutical
- Healthcare Services

LIFE SCIENCES

TECHNOLOGY, COMMUNICATIONS & MEDIA (TCM)

Technology continues to expand the frontiers of the information age at an impressive rate through ingenuity and creativeness. This rapid pace of expansion within Technology, Communications, & Media (TCM) is the gateway to the future of the delivery of information to consumers and professional organisations alike.

We understand how convergence in the industry has shaped the opportunities and challenges facing global technology, communications and media companies. To maximise their performance, they require talented leaders with an innovative spirit, keen market insight and global perspective.

From major multinationals to mid-cap, start-up and private equity and venture-backed companies, our clients rely on us not only to deliver outstanding results, but also to operate with the flexibility needed to navigate in rapidly changing market conditions.

We take an integrated approach, bringing to each search our industry insight, knowledge and personal relationships with exceptional candidates.

Technology

- Communications Infrastructure Systems
- Computing & Network Technologies
- Convergence & Emerging Technologies
- Digital Media
- Broadcast & Entertainment
- IT & Business Services
- Semiconductor
- Optical & Electronic Circuitry
- Software
- Telco Services



TRUST EXPECT DISCOVER

TRUST EXPECT DISCOVER

The IMD Advantage

TRUST...

A search consultant with the local knowledge and industry expertise to deliver effective solutions to each unique market. Our consultants know your industry, are deeply immersed in the target business community, and have incisive understanding of your challenges.

"...you were clearly quite knowledgeable as to the type of candidates we were targeting and brought a substantial amount of intellectual capital to the table... they were able to provide "high value-add" input right from our initial discussion."

Chief Investment Officer, International Banking

EXPECT...

An executive search organisation that will be as focused as you are on delivering results. Utilising our global reach, we deliver instant access to a world-class executive talent pool serving the global economy, thereby enabling our clients to build a sustainable people advantage and drive competitive advantage.

"Our projects were very complex positions to fill, each requiring a unique skill set, international experience, as well as the proven ability to thrive in an entrepreneurial setting such as ours. Working with you has been a welcome change from our past experiences with other recruiters "

Chief Operating Officer, Global Technology Company

DISCOVER

DISCOVER...

An executive search firm that is diligent, resourceful, flexible, and entrepreneurial. IMD International Search Group brings intelligence, insight and innovation to the search process, delivering real solutions to their clients' most challenging talent problems.

"You easily struck a constructive balance between listening to and accommodating our needs and, providing strategic guidance and council, ensuring not only that we set reasonable expectations, but also that we were able to achieve our key business objectives."

SVP, Human Resources, Consumer Goods



TRUST

EXPECT

DISCOVER

IMD Global Office Locations:
AMERICAS WESTERN EUROPE NORDIC EASTERN EUROPE MIDDLE EAST ASIA PACIFIC



www.IMDsearch.com