

ALLANDER ••• NOBLE •••

NEWS
May 2013



Executive Recruitment & Development

What has Allander Noble been up to recently?

The value of the Analyst

We have enjoyed a long relationship with a pharmaceutical group, covering a wide range of assignments during the last fifteen years. We have been asked to help find a Financial Analyst and a Market Analyst. The roles are much more akin to the traditional US view of an Analyst, being more the province of the MBA than the accountant. The Analysts will have a much broader remit and therefore experience gained in consultancy is an ideal background. To discuss how Analysts can add value to complex businesses, please contact Lesley Moore.

Board Remuneration – retaining talent for the future

Although we are known as a recruitment company, we are being increasingly asked to review salaries and remuneration packages. Recent benchmarking exercises have covered businesses in the turnover range £20m to £350m and encompass both private and quoted companies. Looking after the talent you have is important but never before has the question of executive pay come under so much scrutiny. For further information please contact David Kennedy or Stephen Williams.

Emerging Markets – an on-going theme

Andrew May has been involved with international economic development consulting over the past 8 or 9 years. He is currently working on assignments in the Public Administration, Education and Governance fields looking for Managing Consultants to lead major donor-funded projects mainly in Africa, the Middle East and Asia.

Contact Us

If any of the topics in this newsletter have relevance to you, do contact us for further discussion. We are also very happy to meet with you to introduce ourselves and discuss how to enhance the effectiveness of your Senior Management Team and Board. To arrange a meeting, please contact us at enquiry@allandernoble.co.uk

Interesting developments and ideas

Flexibility is key

As large companies continue to restructure, there is a constant flow of executives coming to the market looking for the next role. All too often, success is measured in terms of finding a similar role, but in the absence of growth, searching for a job that involves more of the same is not the answer for everyone. By repackaging experience, recalibrating expectations and presenting what can be offered in a way that resonates with potential employers, it is still possible to find success.

We recently came across an executive who has been following this strategy. He spoke to client of a former IT supplier who was having problems developing a sales strategy. The client was nervous about taking someone on full-time. The solution suggested by the 'candidate' was a paid three month project to look at the options followed by a full review, which may or may not lead to a full-time role. This is precisely the kind of flexibility that is required to get things moving in the current environment. Are you aware of similar success stories?

Preparing for a brighter future...

Succession Planning – Bumping along the bottom

Having avoided a triple dip recession, economists seem to agree that we are 'bumping along the bottom'. Businesses have largely done all the obvious housekeeping things but the future is about imagination, energy and getting the business model right. Many business owners have battled through the last five years and need help to re-energise their offering. Allander Noble has built up a network of executives able to help owners face the challenges that lie ahead on a project basis, full time basis or, after a qualifying period, as potential successors prepared to invest. For further information please contact one of the Allander Noble team.