

Cameron McInnes – An International Digital Executive Search Consultancy

About

Cameron McInnes is a well-respected, professional Pan-European senior and executive search business. We operate the traditional search methods but incorporate a personal and bespoke service for our clients. Being a boutique agency we can adapt to our clients needs and build projects around them. Reputation is the key to our success and we work to ensure our delivery track record is the best in the market.

Camilla McInnes' is the Founder and Director of Cameron McInnes, her experience within executive search is extremely dynamic and broad, including everything from working with VC's on various start-up executive projects to consulting with US businesses to help them gain a foothold in the European market (and subsequently building the initial senior team), plus everything in-between such as opening offices for both established and high growth businesses across all the main European territories and hiring professionals within major brands to meet a business requirement, change of direction or launch a new area. Through experience, learning's and dedication Cameron McInnes was set up with a fresh, forward thinking approach to executive search.

Executive Search

Hiring senior level individuals is an extremely important task and having the ability to partner with a search firm that will understand your business requirements, represent your company in the best possible way and offer support every step of the process will impact positively on the outcome.

Getting the right hire is critical to the success of the business, which means scoping the market and targeting the best talent is essential. Cameron McInnes ensures all of these areas are completed without fault, breaking down each step of the process into individual focused projects, such as;

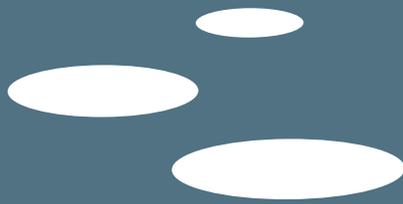
- Identifying target companies, markets and business areas.
- Researching specific individuals and groups of professionals who fit the requirements.
- Due-diligence and reference checks around the target market or individuals.
- Proactively approaching prospective candidates with your message, giving them an insight into the challenge and business need/ growth (this can also be done with total confidentiality and discretion if required).
- Meeting with various suitable individuals, interviewing and full candidate briefings - exploring their profile and their fit for your business and culture.
- Short-listing the best candidates in the market and presenting them to you with full reports and details of their career, current situation and our analysis.
- Delivering an in-depth client and market to indicate our level of work and for you to understand the competitive landscape.
- Organising, supporting and working with you through the interview, offer and negotiation period.
- Post placement support and consulting for both parties.

Experience

Camilla (Founder and Director) has over seven years experience in the industry and a vast European network of trusted senior individuals within the digital arena.

During her seven years Camilla is proud to have worked with companies from the early stage start ups and help them to build their senior international teams, which has resulted in them becoming market leading businesses. Integrating with these organisations, the VC's, board members and executive teams has allowed Cameron McInnes;

- To form a deep understanding of the senior digital landscape.
- Created an innate knowledge of what makes someone successful in this market.
- To recognise talent quickly and identify the best person for the role in hand.
- To become an advisor to senior individuals and business leaders
- To be part of an International partner network
- To boast an outstanding track record of placing high calibre individuals.
- To know inside and out the challenges that businesses face, industry trends, latest market insights and up to date advances and developments within digital.



Service

Our core product is executive search, we feel this offers the best level of service for individual assignments. However being a small boutique firm we can also offer a bespoke service which fits your business challenges and requirements. Therefore we also offer the following;

- Research projects- before committing to a search we can scope the market for you and in-line with your requirements deliver a detailed report into specific areas, companies or territories
- Managed service- working cross company to recruit a range of business critical hires, this could include re-structuring, building new business areas or to service the needs of rapid expansion. Consulting on all areas of recruitment, interviewing and assessments.

What to expect

Having completed a broad range of searches this is what we feel is important for you to know about our process. We are happy to adapt and add more areas to suit your needs;

- Getting to really understand your business- the vision, ethos and values so we can portray your company in a well- informed and precise manner.
- Exposure to a Pan-European network of high-level professionals and digital specialists- unrestricted reach.
- Market analysis and in-depth research documents giving you insight into your competitive landscape and offering our informed opinion on prevalent topics.
- Preparation of a briefing document for prospective candidates to review which tells the story of your business and positions your business in an accurate and professional manner.
- Bespoke reporting service- you control how often you review the research and search process.
- Guaranteed projects from engagement to completion and through to placement- confident that we will succeed on delivering.
- Working in partnership with you to ensure the search is a success and you are supported throughout.
- Follow up service and on-going consultancy, which can include on-site services- able to offer our expertise throughout the business.
- Proactively approaching professionals who are identified in line with the brief and qualify their suitability before and during our process.
- Due-diligence and reference checks on individuals presented in the shortlist- ensuring high pedigree individuals are introduced to you.
- Taking recommendations and utilising our extensive network for referrals to ensure full market coverage.
- Total confidentiality and discretion, which can be tailored to your requirements.
- Pre-launch branding and marketing to your target market - we will discuss your business with a range of senior people so your ambition for the company is exposed to the industry (unless you require confidentiality or discretion)
- Partnering with a professional, reputable business knowing your message meets the right calibre of individual and well qualified experts.
- Candidate shortlists delivered within fifteen to twenty working days - speed of delivery is fast to keep within your timescales and keep momentum going.
- Fixed fee up-front so you know exactly how much the search will cost from initial engagement and each step of the process.

We really care about our reputation, your reputation and maintaining the respect from the industry.