



GCC SEARCH

Recruiting Excellence for Africa

DEVELOPING YOUR LEADERSHIP TEAM

GCC Search supports Africa's leading organisations to find
and optimise the best leadership talent across the continent.

A woman with braided hair is looking down at a laptop in a meeting. Other people are visible in the background, also looking at their devices. The image has a teal overlay.

— UNLOCKING THE POWER OF AFRICA'S BUSINESS LEADERS —

Leadership talent is a key driver of business success.

To recruit diverse leadership talent, which understands the local market and has experience in leading large businesses, you need a partner who is connected to local and diaspora markets, appreciates the challenges and has the expertise and reach to deliver.

FOR RECRUITING EXCELLENCE

GLOBAL CAREER COMPANY

GCC Search is a world class, insight driven executive search consultancy focused on Africa. With a diverse team of specialists and more than 17 years' presence across the continent, GCC Search is among the preferred partners for African employers seeking game-changing talent at the senior level. Unique market insight underpins our solution, with Africa's richest pool of candidate location, motivation, mobility, engagement and compensation data at our consultants' fingertips for every assignment. Your search is delivered by a team of local experts, GCC's Principal Consultants, who have deep experience leading resourcing teams and HR divisions in major corporates across African markets.

8,500

Recruited into Africa

95%

Project Fill Rate

100%

Performance-Related Fees

50

Principal Consultants Across Africa

EXECUTIVE SEARCH WITH US

GCC SEARCH



The GCC Associates on the ground



600,000 in the Talent Network



Local Market Insight



The right result in the right timeframe



Experience and Knowledge of our Consultants



Tried and Tested Method



Our Alumni Network

Talent mapping is a smart way to understand talent markets for key roles and move towards one or more hires with the guaranteed deliverable of detailed market intelligence already secured. GCC Search offers talent mapping supported by the global insight offered by our worldwide African talent network, alongside the deep, local knowledge and networks of our GCC Associates. The result is a view of unparalleled clarity into the professional African talent pool.

KEY FEATURES

ROLE-BASED MAPPING

Focused on a specific role or group of roles, with the intention or probable intention to hire in the short term. Mirrors the executive search process, presenting candidates in terms of immediate suitability, interest, readiness to move and compensation. Mapping criteria will be aligned to a job description, a pool of relevant candidates will be gathered, and deliverables produced including:

- Overall longlist of relevant candidates generated from which to derive shortlists.
- Assessed (versus job description) list of candidates most relevant for and interested in role
- Initial interviewing of most relevant candidates to go beyond profile into compensation data, level of interest, etc.
- Optional onward recruitment support including selection, interview management and offer negotiation

Balances a robust review of the market with a direct approach to recruiting a candidate. In addition to the recruit, benefits include quicker and cheaper repeat hiring, as well as the opportunity to confidentially 'preview' the market before making decisions, for example, to replace an incumbent or expand into a new market.

SUCCESSION OR MARKET MAPPING

- Provides a view of the external talent market to feed into internal succession planning on an ongoing basis, or for market analysis.
- This mapping is not structured around an immediate piece of recruitment, so both the approach and deliverables are altered.
- Alignment with your internal succession planning is anticipated, with our consultants joining you for an in-depth briefing.
- Mapping criteria will be aligned to key role descriptions, with a focus on assessing the existing teams of key competitors.
- Candidates are indirectly assessed to maintain distance and appropriate expectations. This involves online and offline searching, soft referencing, etc.

Mapping outputs will be reduced to a top 5 or top 10, to ensure that the most suitable potentials can be easily integrated into the overall succession depth chart. An emphasis will be placed in reporting on readiness to take a given position, e.g. immediate, -1 year, -3 years.

MAPPING REFRESHERS

Various options exist for maintaining the currency of the map, from quarterly refreshment to annual remapping. Our recruitment escalation remains an option throughout should you wish to activate a process.

The benefits of talent mapping are clear. Building a detailed view of the talent available for a role or roles can speed up time to hire, reduce reactive hiring, support succession planning and reduce both recruitment costs and the indirect costs of business disruption.

Traditional talent mapping gives you static insight, a snapshot at a point in time. GCC Search believes that a dynamic mapping process is critical, so the data you get is always taking you somewhere, and updating as your market changes.

All of our talent mapping proposals contain this dynamic element, taking the form of immediate recruitment integration, ongoing candidate engagement or regular refreshment of the mapping data.

Our dynamic talent mapping is available in several forms, all customised to help you deliver your specific objectives, from market intelligence to immediate hiring. As every role, and therefore, every project is unique, this initial document is a guide to what could be achieved, which will be further honed as a formal proposal.

“ This is a strategic partnership for us and one we are prepared to invest in. It enables us to build the talent pipeline we’ve been trying to achieve. ”

Global HR Director, Multinational Drinks Brand Across Africa

HOW TALENT MAPPING SUPPORTS YOU

- Create a clear definition and agreement of the project objectives, aligned to your KPIs.
- Professional researchers applying decades of experience with Africa’s brands using a process which produces unrivalled insight into the local and international market
- Comprehensive documentation comprising all relevant information, designed to be easy to access and understand, and compare candidates, whilst providing a deeper understanding of candidates leading to successful onboarding and higher long term retention rates.
- Thorough reporting documentation comprising all relevant information, providing deeper understanding of candidates, insightful compensation and benefits information and the external perceptions of your brand as an employer.



Fees dependent on success

globalcareercompany.com/talent-mapping

EXECUTIVE SEARCH

GCC SEARCH

An executive search via GCC Search is the way for African employers seeking game-changing people at the senior level to bring diverse, internationally-experienced talent into their organisations. Unique market insight underpins our solution, with Africa's richest pool of candidate location, motivation, mobility, engagement and compensation data at our consultants' fingertips for every assignment.

Our process is robust and world class, from scoping to offer negotiation, but the true differentiator of a leading executive search solution is the consultant handling the project. GCC Search's executive search consultants are GCC Associates, Principal Consultants with decades of experience in senior resourcing across Africa. The knowledge, networks and sensitivity of our consultants, allied to GCC Search's institutional insight and processes, make GCC Search the compelling choice to support your recruitment of key hires.

OUR SOLUTION

MAKING THE RIGHT START

This is where our world-class process and unparalleled insight set us apart. At the outset of the project, we ensure we fully understand your business in its current environment and expected future state, we understand the profile and nature of the person you seek, and determine cultural sensitivities

FINDING THE BEST

We map and source globally across our network of over 600,000 African professionals, talk to our 8,500 C-level Alumni in all 54 markets, work with our regional Associates across Africa, and reach across social media, in-market networks and a global talent platform that is unsurpassed in the market.

IDENTIFYING PERFECT

Utilising specific criteria individually developed for each role, we can perform psychometric assessments and score our long-listed selections against the relevant competency and behavioural criteria to quickly find your perfect person.

SUPPORTING PEOPLE

Throughout the process, we support you, your team and your potential recruits to ensure a great experience. We manage all communication in a timely manner and keep to agreed deadlines so your project stays on track.

PROVIDING CLARITY

In all our reporting and documentation, especially when providing longlists and shortlists, we aim to provide complete clarity of our recommendations so you can be confident in your decision-making.

SECURING SUCCESS

We are proud to support the relationship between client and candidate throughout the offer, the start date and beyond. We liaise between both parties to ensure that the offer negotiations run smoothly and avoid escalation of any areas of contention, facilitating the most positive onboarding process for both parties.

Executive search is a focused, sensitive and direct way to manage critical hiring. These positions are business critical, with downtime an unacceptable risk and the careful handling of both reputation and relationships essential. This is why leading organisations continue to prefer a retained search approach, rather than a success-fee model where these requirements are jeopardised.

GCC Search's executive search is for board members and senior business leaders motivated by business continuity, protection of relationship and reputation, who wish to secure the perfect hire in each key post.

54

Local Expertise in Every African Country

8,500+

Successful Recruits

“

GCC Search is a key partner for us. They are the source of high-calibre talent with the diversity we demand.

”

Chief HR Officer - Major East African Bank

HOW EXECUTIVE SEARCH SUPPORTS YOU

- Beginning with a clear definition and agreement of the project objectives making it easy to track progress and success throughout the project.
- Access to widest and most comprehensive Africa sourcing strategy in the world combined with the best possible talent pool from which to distil your longlist for interview
- Professional interviewers, conducting transparent, legally compliant and auditable interview processes
- Comprehensive shortlist and interview documentation comprising all relevant information, providing a deeper understanding of candidates leading to successful onboarding and higher long term retention rates.



Fees dependent on success

globalcareercompany.com/executive-search

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**If you want to unlock the
power of African talent,
we want to help you do it.**

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