

The Nordics

Global Recruitment · Global Brands · Global Success





The Facts & Figures

An overview of the Nordics economic growth, key sectors and market development.

Top consumer industries:



Food & Drink, Health & Beauty, Consumer Electronics, DIY, Fashion & Apparel, White/Brown Goods, Luxury Goods, Pharmaceuticals, Leisure & Hospitality, Entertainment, Media & Publishing, Retail, E-Commerce, Travel.

Consumer markets worldwide:



The Nordic countries account for 1.54% of total global consumer spend, ranking them at 16th of the 201 consumer markets measured world-wide.

Key statistics:



- There is a high R&D intensity in many Nordic regions
- In the Nordic capital cities, those working in high-tech sectors accounted for at least 8% of total employment
- Across the EU Member States, life satisfaction tended to be highest in the Nordic member states.

“Nigel Wright Group looks forward to working with you in the Nordics.

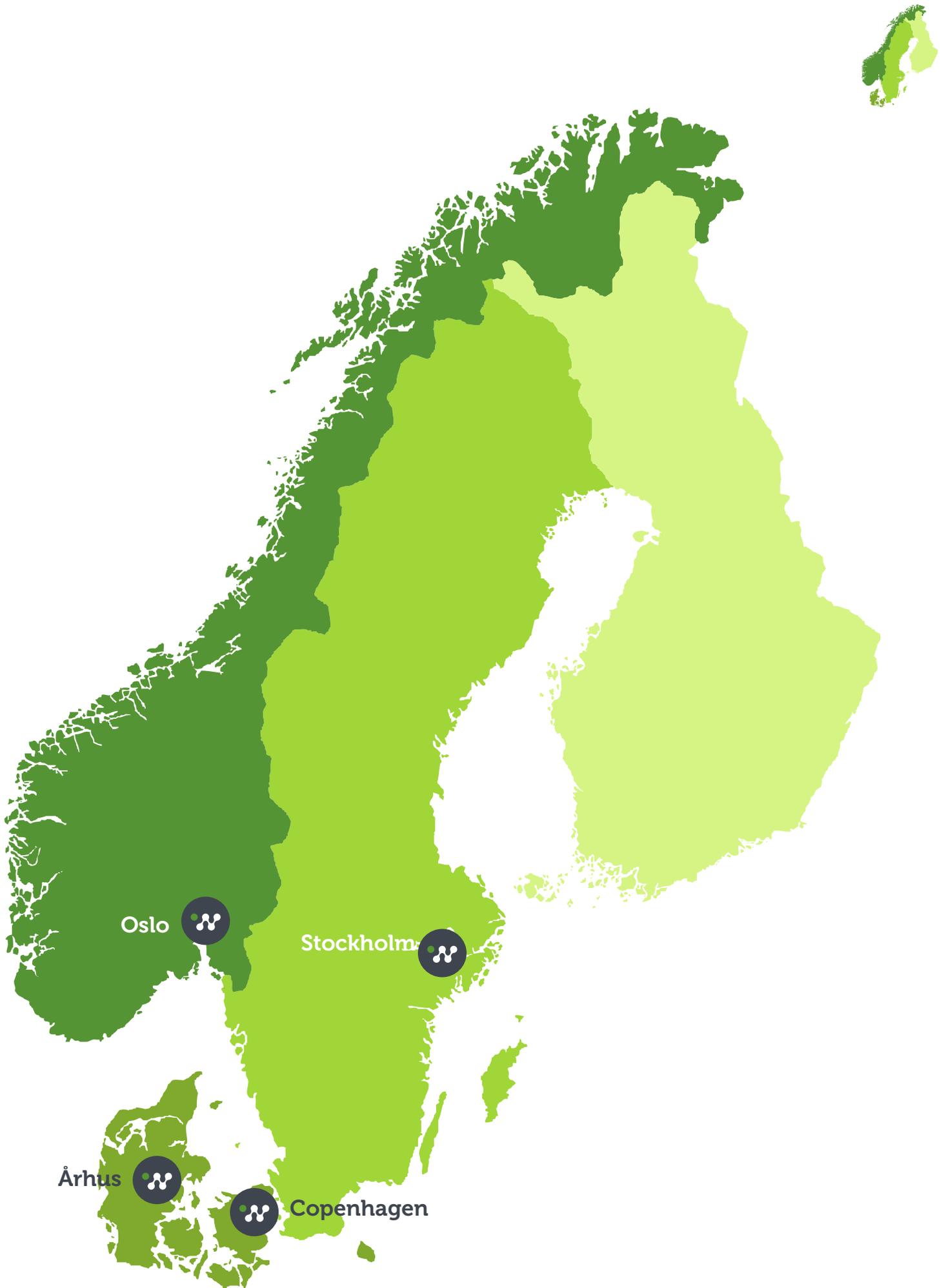
We are a leading, global specialist recruitment company with an excellent reputation for the highest levels of customer service. Our brand is synonymous with expertise, knowledge and strength in its markets.

Our journey started in 1988 and we now serve a global client base from offices across Europe, the Middle East and Africa. We have been present in the Nordics since 2005 when we opened our Copenhagen office and significant growth over subsequent years has allowed us to open an additional six Nordic offices. Our specialist team has extensive knowledge of working and operating across the region.

We would be delighted to provide further information about our capabilities and seek to develop a long and prosperous relationship with you and your team.”

David Feldman Nordic Director at Nigel Wright





Oslo

Stockholm

Århus

Copenhagen



Extending our reach



| Nigel Wright regularly fulfils recruitment assignments for clients around the world. >>

Nigel Wright has won retained work in all six continents, across 30+ international territories. Many of Nigel Wright's international clients have planned for the future by seeking to achieve long term growth in emerging markets. As a result Nigel Wright has been instrumental in assisting clients build new business units in key strategic markets such as Asia, the Americas, Africa and the Middle East. Nigel Wright now has dedicated teams responsible for the EMEA, Asia-Pacific, US and Latin American regions.



Permanent placements and number of clients by category in the Nordics



Our Values

Nigel Wright is committed to offering outstanding customer service across all of its markets. Collecting valuable customer data gives us a strategic advantage in the marketplace by allowing us to identify any issues and then make immediate improvements, across all areas of our business.



Passion for Winning

Through our competitive spirit and desire for accomplishment we aim to be recognised as the best at what we do and we are driven to constantly improve how we perform.



Working Collaboratively

We recognise that the best solutions can be reached through team work and believe in developing and enabling our international teams to work closely together to achieve the best results.



Integrity

Honesty and openness are embedded within our organisation. We want our people to always try to do the right thing and be straightforward with each other and with our customers.



Service Excellence

Our industry is essentially driven by customer experience and we acknowledge that striving to be excellent in customer service is key to our future success.

“Our reputation is built on the direct actions of our people, whom we allow to operate with independence and in their own style. They make us a secure, socially responsible and sustainable organisation of international acclaim, as well as making our company a great place to work.”

Our Vision

“Our vision is to continue to build a secure, socially responsible, and sustainable organisation of international acclaim.

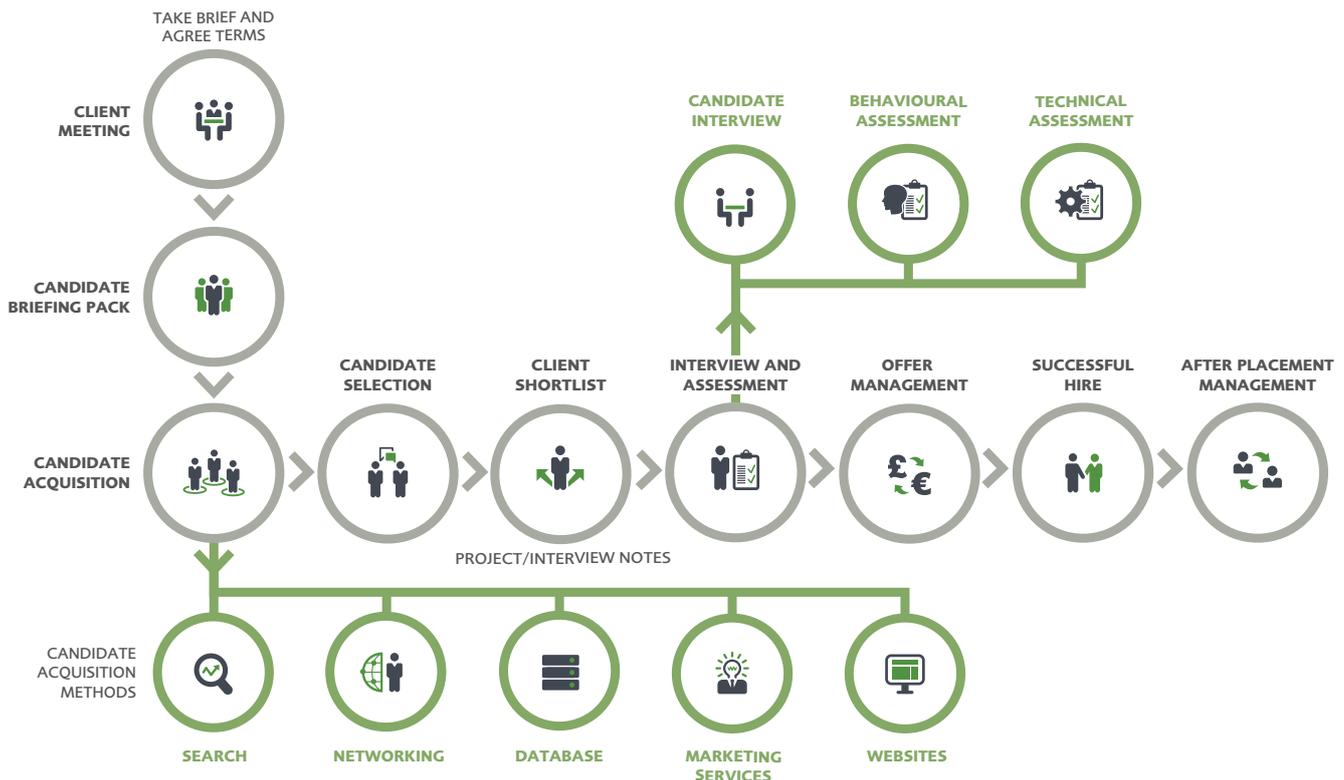
Outstanding customer service and innovative solutions make us the best at what we do, the leader in our markets and a great place to work.”





Our Recruitment Process

We will take the time to thoroughly understand your business culture. We engage in a rigorous examination of candidates beyond the resume to ensure that we have a full understanding of their achievements.



Client Meeting

Before any assignment we will take the time to thoroughly understand your business culture and strategic outlook. We can then advise you with confidence on the types of skills, qualifications and experience you should consider in prospective candidates.

Our clients recognise and rate our discrete service. Because of our credibility in the marketplace as a specialist, we are able to search on your behalf without divulging the details of your business.

Candidate Acquisition

We have dedicated research teams covering over 20 languages. Drawing on our comprehensive global network of industry leaders we ensure that we are kept fully informed of market movements and trends.

Consultant Interview

We engage in a rigorous examination of candidates beyond the resume and go into great detail to ensure that we have a full understanding of their achievements. Only the highest calibre of candidate is put forward for client interview.

Client Shortlist CVs/Interviews

We will arrange all aspects of the interview including logistical arrangements. We can suggest the most appropriate type of interview to conduct. Post-interview we will also arrange and conduct candidate references.

Offer Management/Successful Hire

Our consultants can ensure that the best possible terms are negotiated for the client. It is essential that the candidate and client settle on a commercial agreement that suits both parties. If required, we can advise on contracts and employment law.



Research

Invaluable market research that informs strategic decisions beyond the hiring process.

Nigel Wright has an impressive team of researchers supporting our expert consultants. Our researchers can conduct in-depth research and together have fluency in over 20 languages.

Research is the first stage of an executive search assignment. Together with our client we will jointly identify businesses where it is believed the right kind of people will exist. Our researchers will then target those companies, with the aim of finding and teasing out the right kind of talent before approaching them with an opportunity.

We offer a robust talent mapping and succession planning (TMSP) service. Talent mapping is a strategic service that is used by businesses to plan for short, medium and long term talent acquisition. It is used by companies to ensure that a recruitment process doesn't just result in a quick hire, but can deliver a number of strategic talent acquisitions over a prolonged period of time.

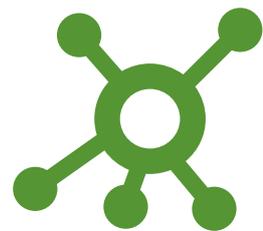
Our sector expertise means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We can then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for their business.



Worldwide Search



Over 20 Languages



Extensive Network

“Confidentiality of research is of paramount importance and as such our clients recognise and rate our discrete service.”



Our Clients

We have won retained work across all of the Nordic countries and across 29 international territories. Many of Nigel Wright's Nordic clients have planned for the future by seeking to achieve long term growth in emerging markets. Some of our Nordic clients include:



FRITZ HANSEN



PANDORA



Did you know...

Key statistics and facts about our Nordic teams.

In the last 4 years our Nordic teams have placed:



In the last 10 years our Nordic teams have placed:

The Food Industry

We have placed over 1,600 people across over 300 companies

The Chilled Foods and Dairy Sector

We have placed over 600 people in 100 companies

The Ambient Food Sector

We have made nearly 1,000 placements across 200 companies

The Soft Drinks Industry

We have placed over 450 positions across more than 60 companies

The Alcoholic Drinks Industry

We have placed over 300 people across 70 companies

The Health and Beauty Industry

We have placed over 350 people across more than 90 companies

The Consumer Electronics Industry

We have placed nearly 400 people across 85 companies

The Sporting Goods Industry

We have placed over 200 people across 60 companies

Executive Placements

We have placed over 500 executives in leadership roles



Reasons To Choose Us

Nigel wright group is Europe's number one consumer sector recruitment specialist.



Every individual at Nigel Wright operates exclusively within one of the subsectors of consumer goods, and we have ex-industry talent advising across a variety of commercial, operations and support functions to complement our proposition. We speak dozens of languages and have full global search capabilities.



- No.1 European consumer search specialist** (Icon: Map of Europe)
- Our brand is highly regarded in our markets which means people listen to us**
- Our one-team culture accelerates coverage across networks & markets** (Icon: Three people)
- Our unique approach spans markets to consistently find the best talent**
- Our approach is tailored and bespoke to you**
- We are true consultants and trusted advisors, sharing expert knowledge with clients and candidates**
- We are big enough to have the reach of a larger corporate but small enough to provide a personal service**
- We have deep expertise in each consumer sector and proven search capability** (Icon: Funnel)
- We have a market leading Net Promoter Score, assuring you of the best customer service** (Icon: Bar chart with '57')
- Our in-house marketing capability is world class** (Icon: Computer monitor)
- Candidates associate us with the best opportunities**



Our clients trust us to attract the highest calibre and most suitable candidates first time.

1. We access candidates that others can't
2. Our customers believe we enhance their employer brand
3. We control the process and manage risk, allowing you to focus on your day job

Nigel Wright has been the preferred search partner for the last 30 years.

1. We have significant experience in bringing together high-calibre candidates and national/global organisations for **individual assignments** and as part of a **long-term relationship**.
2. Our depth and breadth for handling large scale, **transformational recruitment projects** is extensive and we have the capacity and capabilities required to provide clients with excellent service levels whilst helping achieve their objectives across multiple countries.

We have helped many start-up companies, SMEs and international consumer brands deliver on their critical recruitment assignments over the last few years.





Our 2020 Nordic Salary Survey showed...

Benefits received

Private healthcare insurance (self only)	53%
Company car / car allowance	47%
Travel insurance	37%
Death / injury in service benefits	36%
Car parking (free parking / reimbursement of daily parking)	31%
Private healthcare (self & family)	22%
Help with career development costs (e.g. professional qualifications)	16%
Buy / sell holidays	7%
Help with commuting costs	6%
Mutual pay (profit share scheme)	5%
Interest free loans	1%
Other	12%

Factors influencing a change of roles

Agile / flexible working	73%
Feel valued / have influence / make an impact	70%
New challenges	70%
Company's values & culture	69%
Higher salary	61%
Career progression	57%
Location	57%
Profit share / bonus / commission levels	36%
Generous employer contributory pension	36%
Health insurance	35%
Generous holiday entitlement	32%
Environmental and sustainability credentials	28%
Car allowance / loan	26%
Corporate social responsibility initiatives	21%
Latest technologies	13%

63% are satisfied with their job and 56% with their remuneration.



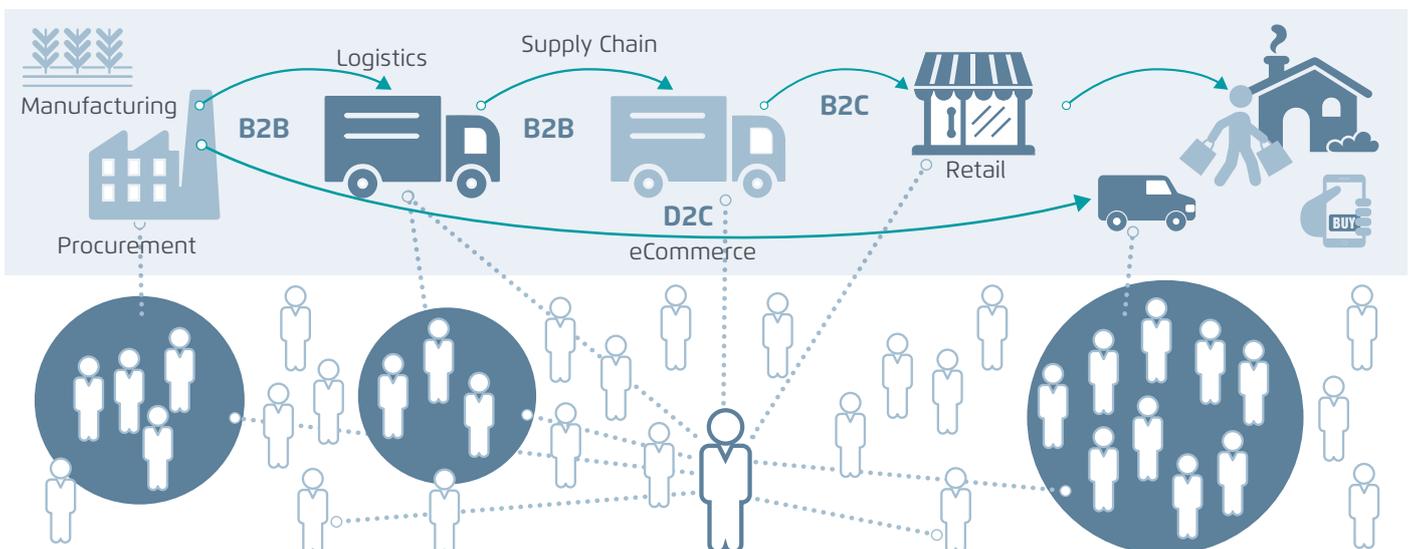
Our People

We know our markets.



| The whole is greater than the sum of the parts.

- Our people are connected throughout the value chain
- 1 team; 1 database; 1 P&L; 1 common 360° approach





Our Events

Beyond the hiring process, we regularly publish thought leadership reports and organise events focused on a range of issues and trends that are impacting businesses.



Directors' Dinners/Breakfasts

Networking Events

Consumer Events

Discipline Specific Events





Marketing & Employer Branding

When an assignment merits a creative search solution, our in-house marketing and design team will manage the whole process for you. This includes developing campaigns and designing content, through to media planning and mailing out or placing advertisements. We also regularly create candidate packs and microsites for our clients. These are intended to highlight career opportunities and provide greater insight into what it's like working for our clients.

Candidate Packs

Our candidate packs provide detailed information about the client company, its place in the market, its culture, the role, location, package and much more. These packs are a tangible item that create a point of difference in the marketplace and have proven to be particularly effective for large, high value recruitment assignments.

As an example...

JYSK Candidate Pack

Recruiting a Head of Projects for JYSK to manage their logistical project team, responsible for Capex around DKK 1.3 billion including building a new Distribution Centre in Bulgaria and expanding their warehouse capacity in Denmark.

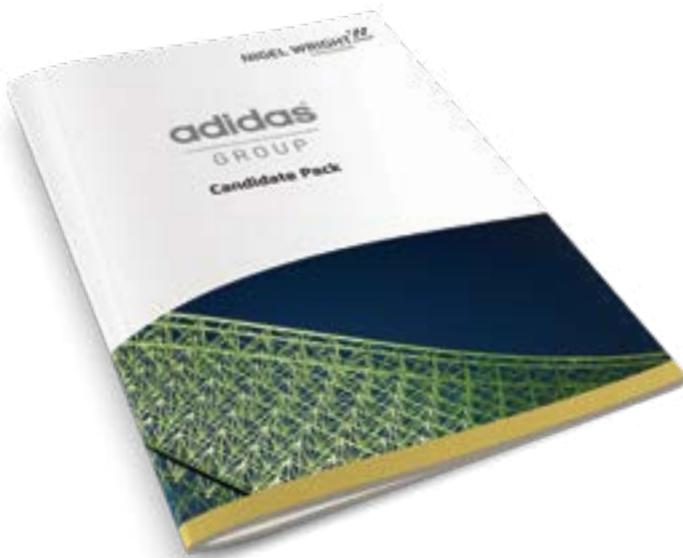




Orkla Candidate Pack



Adidas Candidate Pack



Stokke Candidate Pack





Our Teams & Offices

Our teams are based across seven offices in the Nordic countries.



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