

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.”

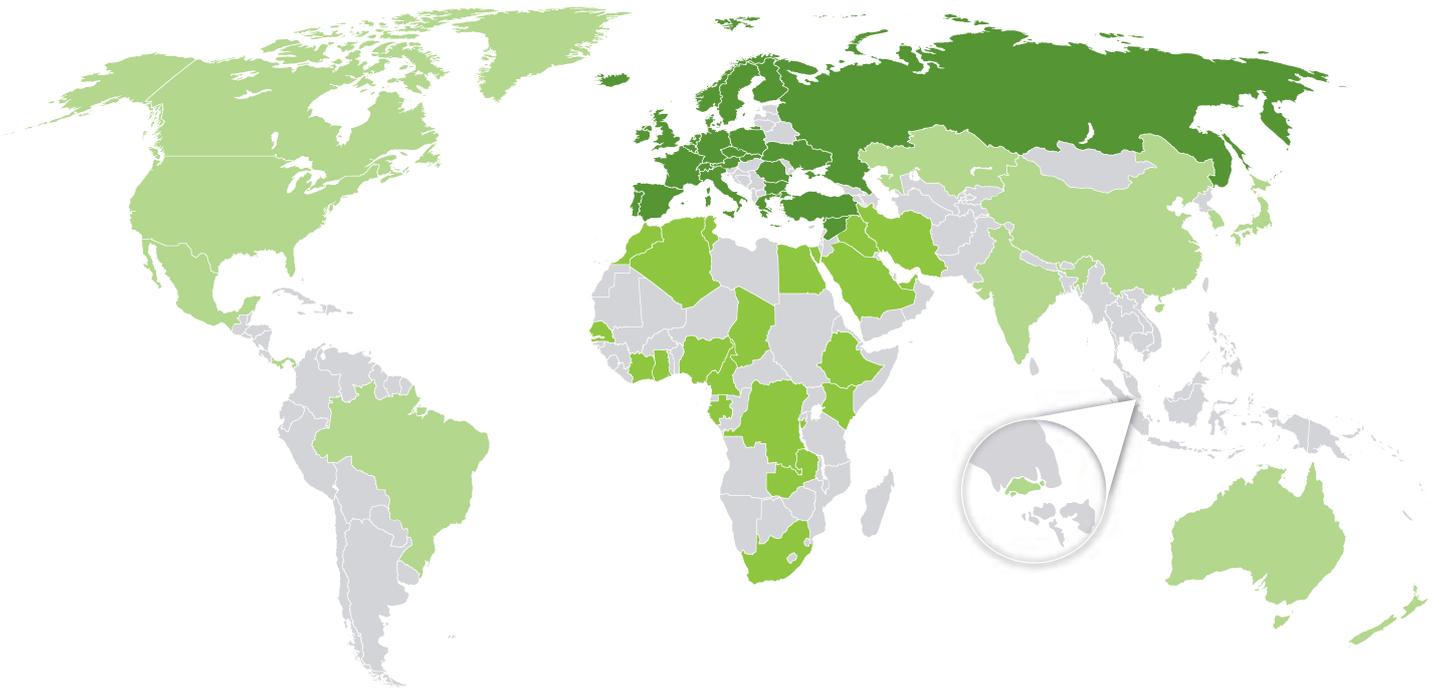
Lars Herrem, Group Executive Director at Nigel Wright







Extending our reach



Europe



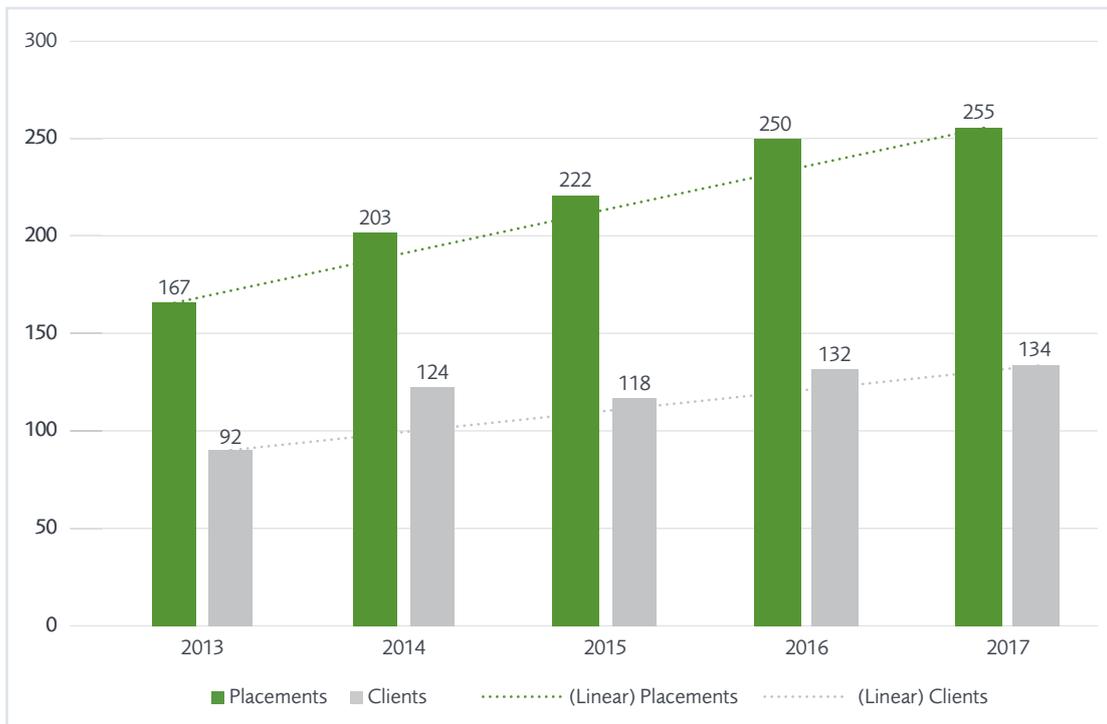
Middle East & Africa



The Rest of the World

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 Europe, Asia, the Americas, Africa and the Middle East.



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.

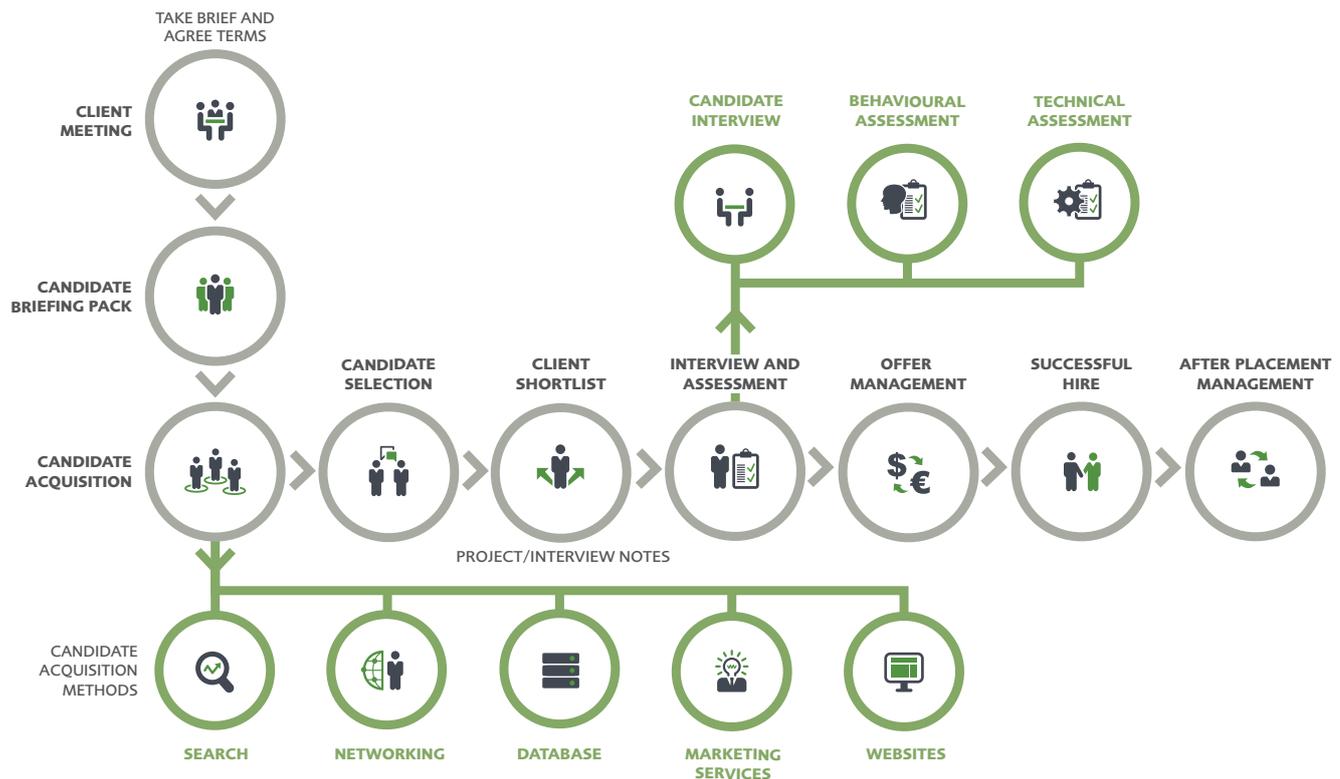
Outstanding customer service and innovative solutions make us the best at what we do, the leader in our markets and a great place to work.”





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.

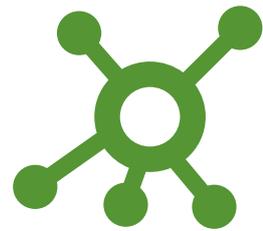
Our sector expertise means that we can provide our clients with an in-depth analysis of how their organisational capabilities compare to others in the sector. We can then use our extensive networks to help our clients plan for the future, by identifying the right talent internally and externally for 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 60 countries. 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:





Did you know...

Key statistics and facts about our Nordic teams.

In the last 4 years our Nordic teams have placed:

128 MARKETING MANAGERS

including roles at **Barilla, Nutricia, Henkel, Bic** and **Bonaventura Sales**

1 in 10 placements are in HR or Finance including roles at: **Carlsberg, Casall Sport, Danone** and **Jacobs Douwe Egberts**

89 SUPPLY CHAIN EXPERTS INCLUDING ROLES AT **COOP, RISENTA, ORKLA FOODS, GSK, NOVARTIS & BARILLA SVERIGE AB**

144 Key Account Managers including roles at **LG Electronics, Loxy** and **Canon**

SENIOR PLACEMENTS INCLUDE:

CEO: **Lensway.**
Nordic General Manager: **FujiFilm.**
Global Marketing Director: **Trollbeads.**
Nordic Media Director: **L'Oréal.**

In the last 10 years Nigel Wright Group has:

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



Our 2017 Nordic Salary Survey showed...

TIME IN CURRENT POSITION

50%
< 2 years

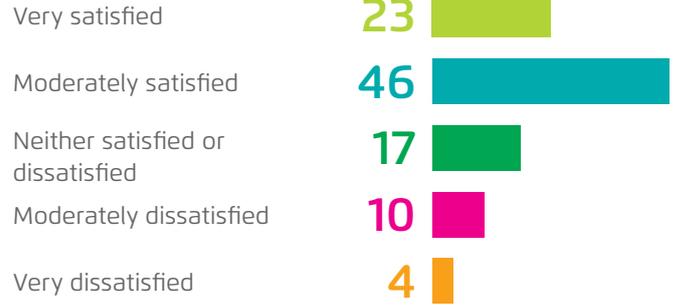
3%
>10 years



36%
2-5 years

11%
5-10 years

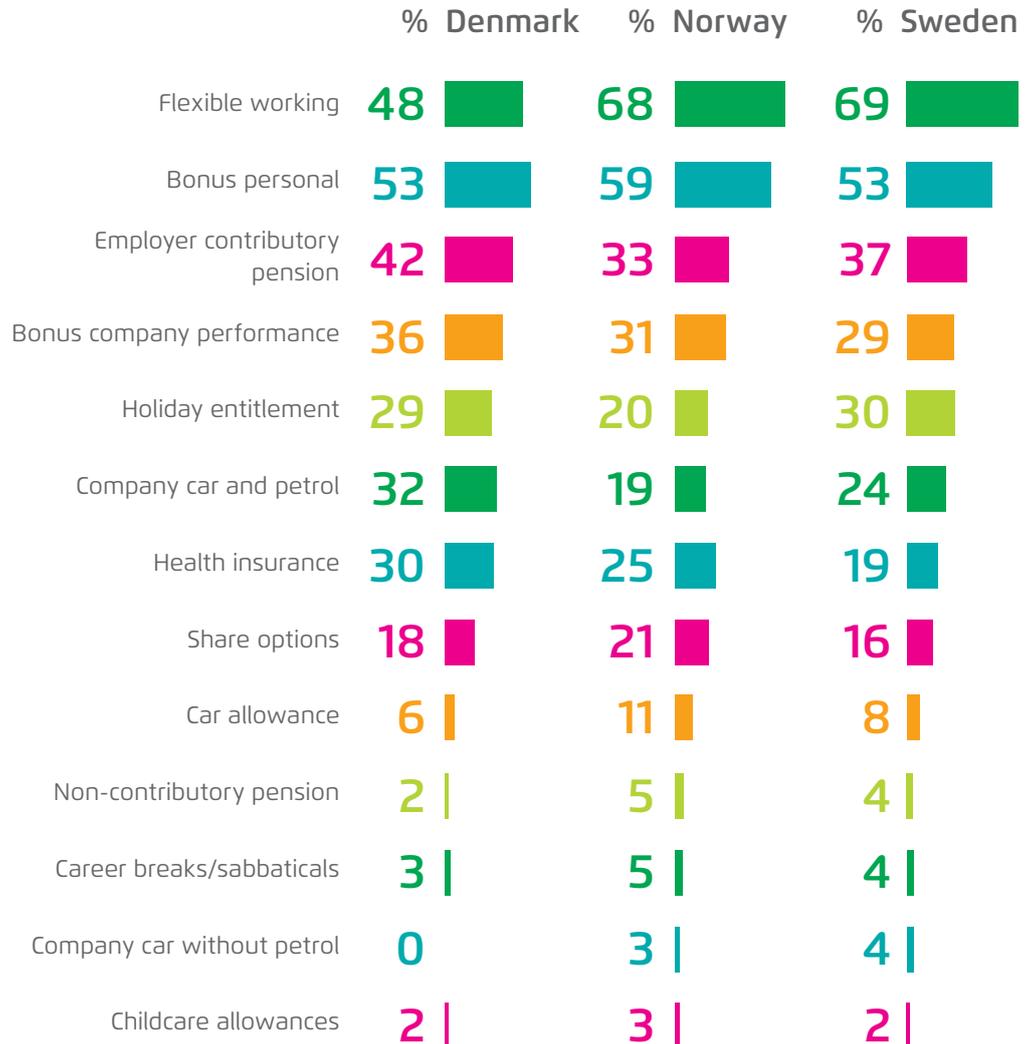
JOB SATISFACTION



REASON FOR CHANGING JOBS



MOST IMPORTANT BENEFITS





Reasons To Choose Us

For three decades we have employed a robust, research led search process, to identify and secure talent around the globe for some of the world's leading companies.

Since its formation in the 1980s, Nigel Wright Group has become a leading, consumer specialist recruitment firm. We have a strong international network of senior contacts that can advise on projects across geographies or industries.



Various disciplines

We recruit across various disciplines ranging from Finance, HR, Operations / Supply Chain, Sales / Marketing & General Management.



Long term view

We take a long term view on all our business dealings and truly value the importance of developing highly personalised and effective relationships.



Industries

We recruit across various sectors including Food & Drink, Health & Beauty, Consumer Electronics, DIY, Fashion & Apparel, White/Brown Goods, Luxury Goods, OTC, Leisure & Hospitality, Media & Publishing, Retail & E-Commerce, Travel



Advertising

We use a range of advertising options when we know this will complement our efforts through direct headhunting and referrals.



Local database of talent

Our international consultants are able to source the best candidates available and have in-depth knowledge of talent pools, from management through to executive level, with relationships stretching across a number of years.



Global database of talent

We can identify the best candidates anywhere in the world. Our shortlists often contain multinational profiles from all continents.



Our People

Our Nordic team is comprised of high achievers who possess key industry knowledge and have many years of recruitment experience.





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.

The collage features several invitation cards. One card is for a 'Directors' Dinner' on Thursday 30 November 2017, hosted by Johan P. Hjulmangatan 5, Malmö. Another card is for 'Next Level Operational Excellence: Supercar Experience & Networking Dinner' on Thursday 28 Sept 2017, featuring a red sports car. A third card is for a 'Directors' Dinner' on Thursday 23 November 2017, 6pm, at La Sommelier in Copenhagen. The cards include details about the venue, time, location, and contact information for Nigel Wright.

- Directors' Dinners/Breakfasts
- Networking Events
- Consumer Events
- Discipline Specific Events



CONNECT16

Repeating previous success, Nigel Wright partnered with Bech Brunn for an informal event, bringing together like-minded C-level professionals to enjoy networking opportunities.

'GET DIRTY' EVENT

This event was co-hosted with communication agency Food & Friends and showcased trends within the food and drinks industries, bringing together marketing professionals to share ideas and inspiration.



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 and much more. These branded packs are a tangible item that create a point of difference in the marketplace, clearly communicate the attractiveness of the vacancy and have proven to be particularly effective for attracting passive candidates to hard to fill roles.

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.





Our Teams & Offices

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



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Key Contacts



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Lars is operationally responsible for the Nordic Region. Alongside leading the strategic development of Nigel Wright's nine regional offices across Northern Europe, Lars recruits at senior management and executive level across the Nordic region as well as other international markets. Prior to joining Nigel Wright, he was responsible for talent acquisition for a global outsourcing business. He holds a Bachelor and Master's Degree in Marketing.



Søren Hjorth Lee | Country Manager - Denmark

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Søren is experienced in recruiting operations roles across industries in Denmark as well as their shared services positions. Before joining Nigel Wright he worked as a Manager for a large Nordic recruitment company. Søren has a background as a non-commissioned officer in the Danish Royal Guard, has an education within Marketing and Economics and a HD in Business Administration from CBS.



Jostein Hjellegjerde | Country Manager - Norway

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Jostein has an extensive background from within the Norwegian Executive Search & Selection industry where he has been focusing on the Consumer & Retail sectors for many years. Prior to joining the industry, Jostein spent several years working for a mix of Consumer and Retail companies. He is today based out of our Oslo office with responsibility for the Norwegian business, covering all core functions.



Simon Taylor | Country Director - Sweden

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Simon has a background in Executive Search across multiple international markets, including most recently leading recruitment businesses in the Nordics & Sweden. He is now responsible for Nigel Wright's business in Sweden, with offices in Stockholm, Malmö & Göteborg, covering all core functions on both a permanent & interim perspective.

The logo for Nigel Wright Group, featuring a stylized white figure with a green dot above it.

NIGEL WRIGHT
GROUP

www.nigelwright.com

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