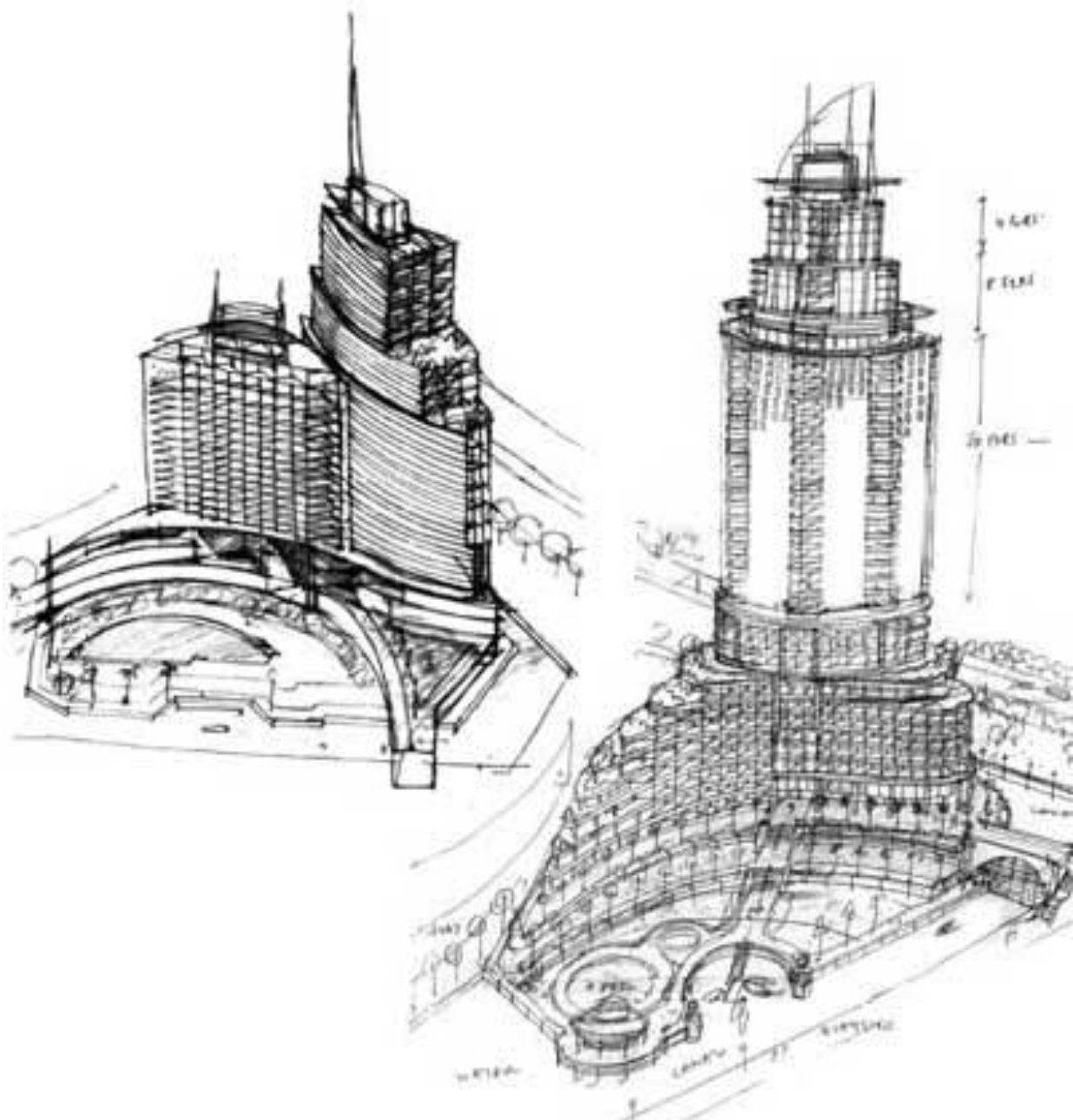


# BCI EXECUTIVE SEARCH



**Building the Future**

## Our Purpose

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To make a positive difference to our clients, candidates and colleagues.

We assist our clients to achieve their business goals by hiring the right people.

We help the best industry leaders to fully maximize their career potential.

## Our Mission

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To be the leading international Executive Search partner for ambitious organisations who are committed to making a difference, enabling them to achieve their objectives through our commitment to delivering exceptional results with best in class service.



## Our History

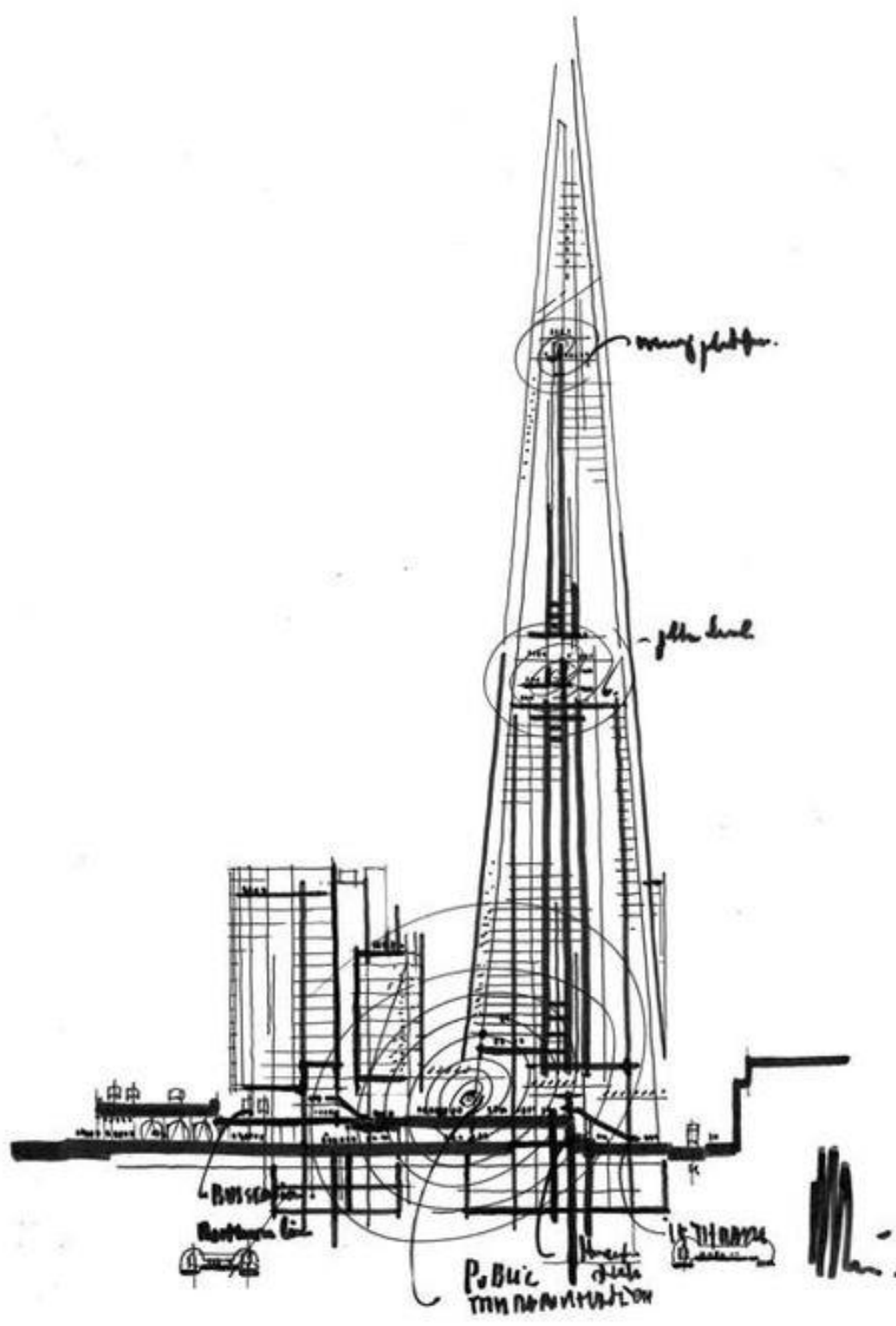
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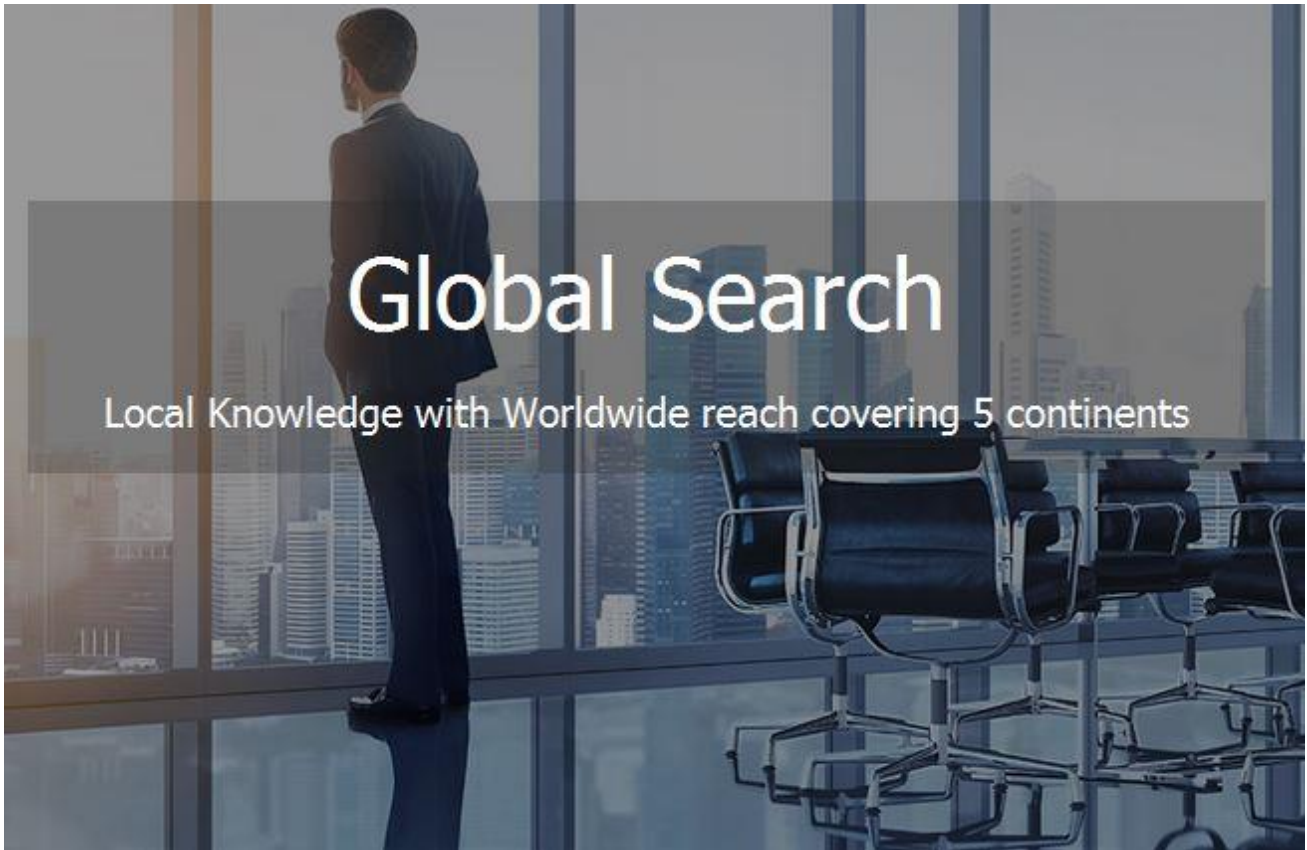
BCI Executive Search is the search division of BuildConsult International, established in Dubai in 2006 and now one of the regions' leading Executive Search & Recruitment firms. We specialise in all aspects of the Built Environment & Technology sectors involved with major real estate development, civil engineering infrastructure and technology projects from the concept stages, financing, delivery and operations.

Our area of expertise is recruiting for the Built Environment & Technology sectors, covering the recruitment of C-level, Non-Executives, executive management and highly technical or specialised positions in the Construction, Real Estate, Technology and Finance industries.

To date and over the last 20 years based in the Middle East we have been fortunate enough to have worked on some of the region's most iconic developments and major projects for the leading developers, international 1st tier contractors, global consultants and financial institutions.







## Executive Search

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What is Executive Search, when should it be used and what are the advantages versus contingent recruitment?

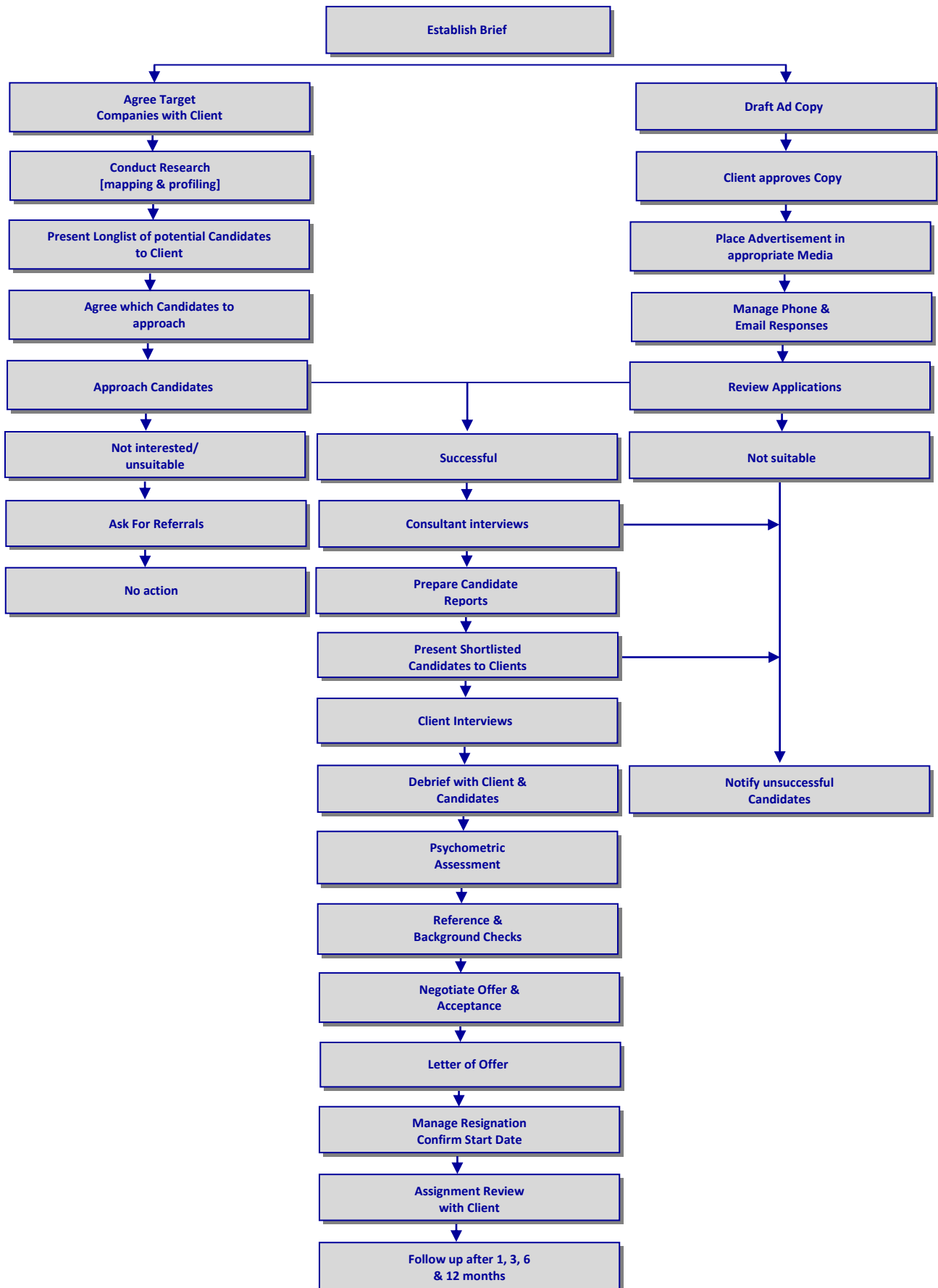
Executive Search is primarily utilised for the recruitment of confidential C-level and Non-Executive appointments which require third party representation or where there is a requirement for the appointment of highly specialised individuals with a specific technical ability and experience in a particular industry.

The advantages of using Executive Search for these appointments is that after a comprehensive brief is taken, a full international search is undertaken to target certain individuals who may or may not be looking for their next career move and who have the required experience and capability in a particular industry to fulfill the required position.

As part of the brief, a dedicated timeframe is outlined for the appointment of a particular hire along with the down payment of a retainer fee which ensures that both sides are contractually committed to ensure the successful recruitment of the required appointee.

In addition, other advantages of partnering in this way include the gathering of market intelligence and undertaking a comprehensive market mapping exercise.

# Executive Search Process



## Our Expertise

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With over 45 years' of combined international executive search experience with the last 20 years based in Dubai, U.A.E, we have been responsible for the hiring of numerous high profile executives in the Construction, Real Estate, Technology and Finance industries within the Middle East region and further afield.

Highly regarded and well connected in our industries with in-depth knowledge of these sectors with respect to the international companies, global & regional organisations, government entities and the projects that they have been responsible for or involved with, we are able to offer a comprehensive strategic partnering opportunity to ensure your organisation exceeds their expectations in hiring the right executives and senior technical staff.

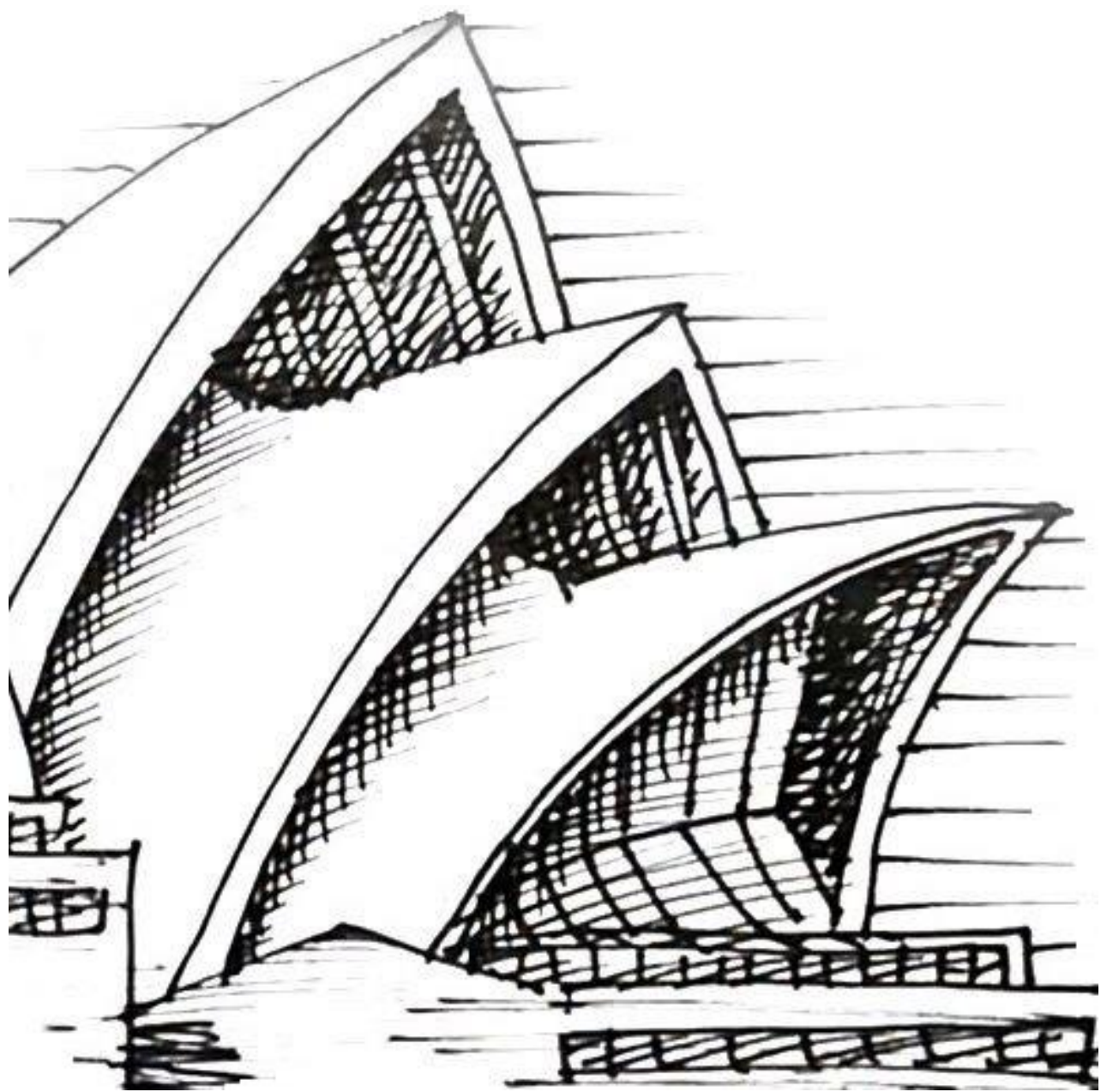
Due to our presence in our dedicated markets along with our international market intelligence and long term relationships with key industry leaders, we are able to offer more than the generic executive search firms.

Our clients over the years have included publically listed international & regional 1<sup>st</sup> tier contractors, privately held construction groups, regional government developers, international consultants, technology partners and global financial institutions.



## Industry Expertise

Market insights and intelligence for fast-changing talent requirements.





## Our Differential

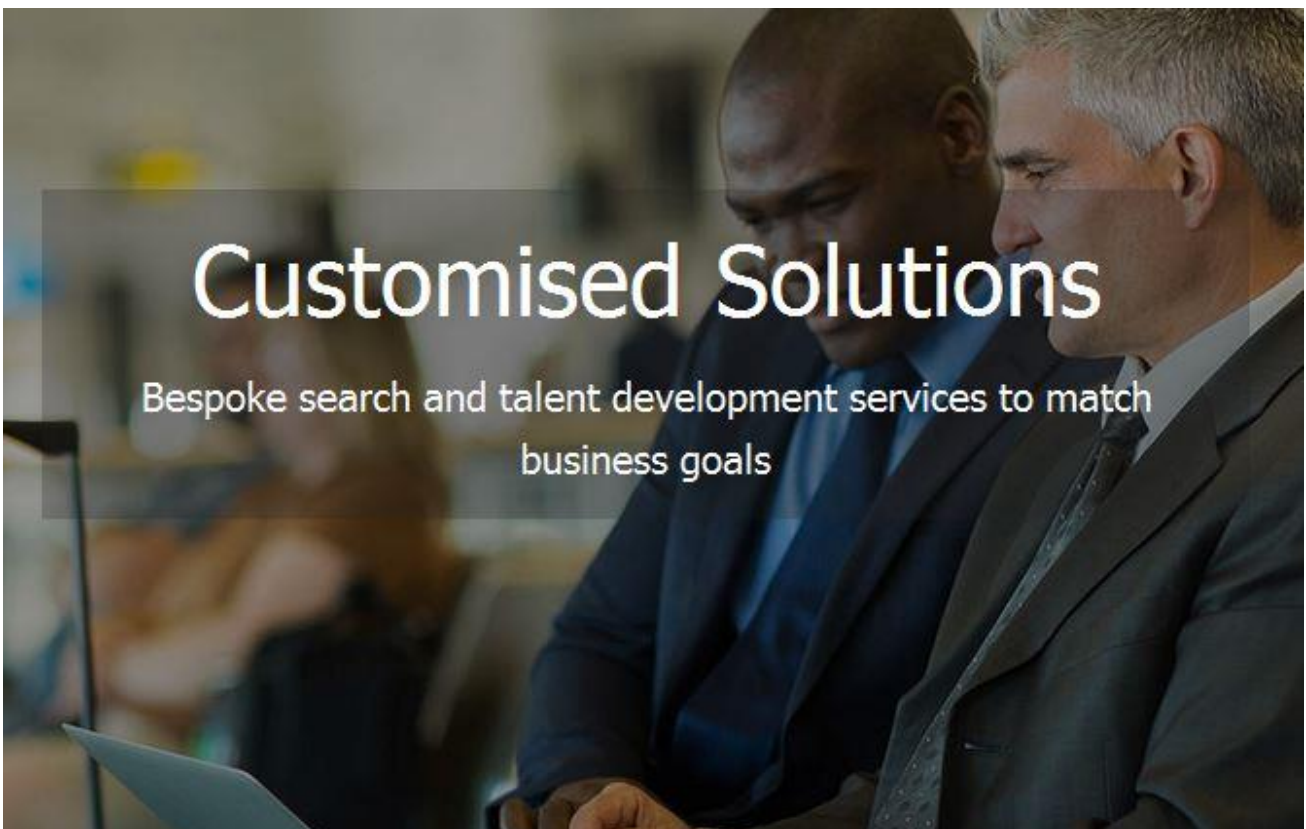
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The difference we offer our clients apart from our comprehensive market knowledge and connections is an in-depth understanding of the culture and nationalities living & working in the Middle East along with the idiosyncrasies of carrying out business across the region.

Our differential compared to the dominant 'big 5' executive search firms is that our clients are our strategic partners and not just another client. We are able to offer a more personable, bespoke service which ensures a faster and more effective executive hire along with flexible pricing solutions to suit our client's requirements.

To date, we have a 92% success rate with regards to our Executive Search assignments where the industry average is 65%. We have delivered on time with the support of our experienced Head of Research and talented Researchers with extensive industry knowledge covering the Construction, Real Estate, Technology and Financial markets.

All our Executive Search assignments are project managed by a dedicated Partner where we carry out the full assignment from the initial brief through to the successful appointment and follow up reports over the next 12 months ensuring the appointee has settled into their new position.



# Our Partners

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## Mark Pennington – Managing Partner

With over 25 years' of international executive search experience focused on the Construction & Real Estate industries, Mark has been responsible for a number of key appointments within the Middle East region and further afield which have included CEOs, CFOs, COOs, Managing Directors, Regional Directors, Regional Commercial Directors, HSEQ Directors, Chief Development Officers, Development Directors, General Managers and other senior staff & technical appointments where they have been involved with major building and infrastructure projects.



Along with being the Managing Partner for BCI Executive Search, Mark is also the Managing Director of BuildConsult International and a Director of Pennell Hart, a highly regarded executive search firm in the legal industry.

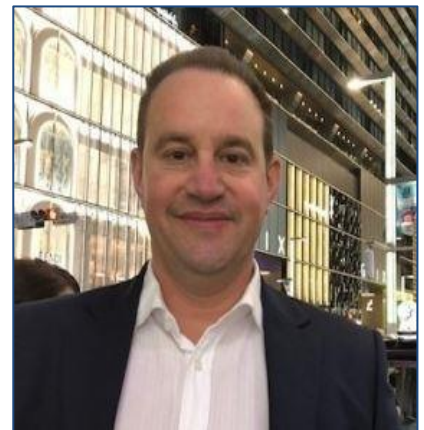
Mark has lived in Dubai since 2005 and prior to moving to the region, he worked in Sydney and London for leading international recruitment firms. Due to his father's work as a Civil Engineer, he has lived extensively across Africa and the Middle East.

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## Simon Payne – Technology Partner

With over 20 years of International Executive Search & Technology recruitment experience, Simon has successfully sourced a wide range of C-Suite appointments across both the Australasian and APAC markets. Simon's experience and knowledge have enabled him to establish and maintain key strategic relationships with an array of leading organisations across Hong Kong, Japan and Australia, including leading Tier 1 Investment Banks, Insurance Companies' and Real Estate Developers.



Since 2000, during his 14 years working in the Sydney market through strategic global searches, Simon delivered on a range of senior key appointments covering application development as well as infrastructure focused roles ranging from project directors through to CIOs and CTOs across all industries.

During his time being based Hong Kong for 7 years, Simon worked closely with many major global banking corporations as well as international insurance companies delivering strategic key hires ranging from Executive Directors through to the C-Suite. After covering the Hong Kong market, Simon moved across to Japan to focus on the Japanese market specialising in the delivery of an array of senior key hires such as heads of development and CTOs across major banks, financial institutions as well as globally recognised securities companies.

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**M Tel:** +971 50 653 2424

# Our Contact Details

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Our head office is based in Dubai, U.A.E and our contact details are follows;

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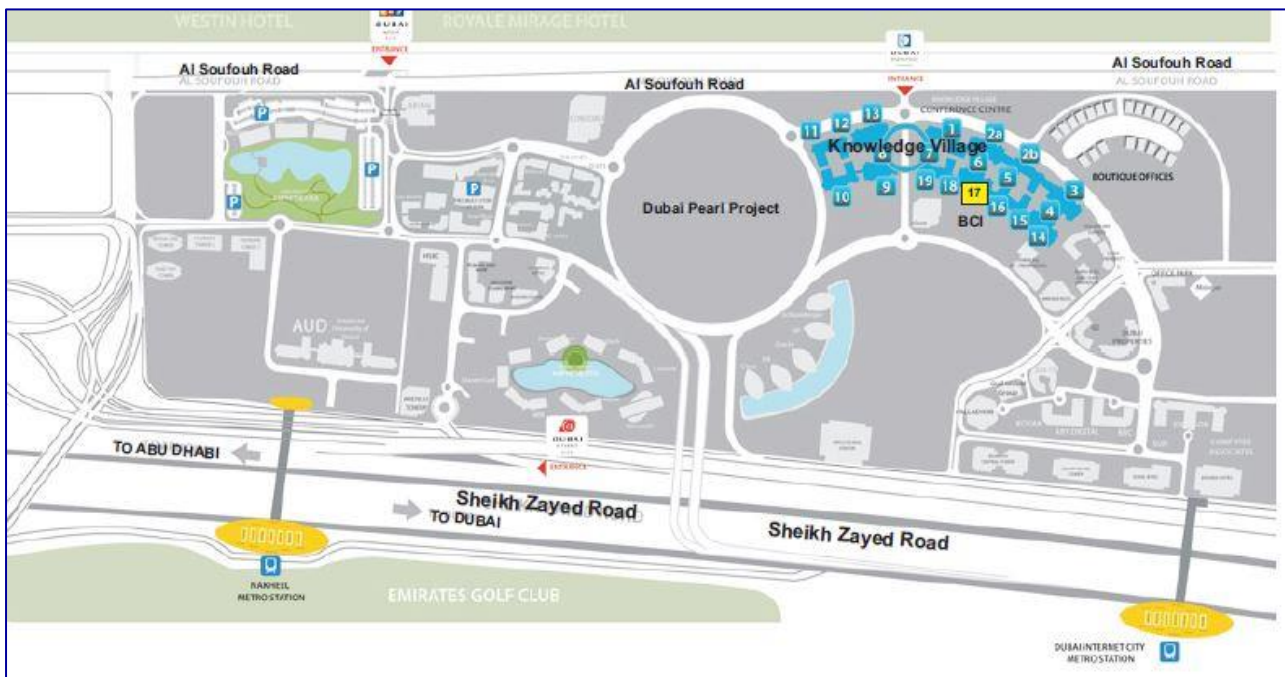
For all enquiries or to request an initial meeting, please contact either;

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