

EXECUTIVE SEARCH

CPL

PEOPLE

FININDG PEOPLE TO GROW YOUR BUSINESS





“CPL HAS AN EXCELLENT NETWORK OF INDUSTRY CONTACTS WHICH CAN BE BROUGHT TO BEAR TO SEEK OUT THE BEST POSSIBLE CANDIDATES”

Science Director
Food Ingredients Company, Global



OUR CLIENTS BENEFIT FROM OUR EXPERIENCE

WHY USE A HEADHUNTER?

GET THE RIGHT PERSON

	Internal	Agency	CPL
Finding Difficult Skill Sets	✓	✓✓	✓✓✓
Measuring Fit	✓✓✓	✓	✓✓✓
Assessing Motivation	✓✓	✓	✓✓✓
Benchmarking of Candidates	✓	✓✓	✓✓✓
Obtaining Candidate Buy-In & Negotiating the Appointment	✓	✓✓	✓✓✓

MAXIMISE CLIENTS' RESOURCES

	Internal	Agency	CPL
Actual Cost	Very Significant	~25% higher	~50% higher
Opportunity Cost	High	Medium	Low
Cost of Failure	High	High	Low

OPTIMISE THE PROCESS

	Internal	Agency	CPL
Know-How of Executors	✓✓	✓	✓✓✓
Targeted Approaches	X	✓	✓✓✓
Enhanced Networks	X	✓✓	✓✓✓
Access to Competitors	X	✓✓	✓✓✓
Protection of Strategy, Anonymity and Discretion	X	✓✓	✓✓✓

FINDING PEOPLE TO GROW YOUR



“CPL HAS CONSISTENTLY FOUND US CANDIDATES WHO NOT ONLY MATCHED OUR SPECIFICATIONS BUT ON APPOINTMENT EXCEEDED OUR EXPECTATIONS GIVING A REAL BOOST TO OUR BUSINESS.”

HR Manager
International Food Ingredients, EU

WHAT MAKES CPL DIFFERENT?

OUR EXPERIENCE

BUSINESS FUNCTIONS

Corporate Management	✓✓✓
Sales & Marketing	✓✓✓
Technology and R&D	✓✓✓
Applications & Process Development	✓✓✓
Regulatory and Quality & Safety	✓✓
Operations	✓✓

MARKET SECTORS

Food & Functional Food Ingredients	✓✓✓
Pharmaceuticals & Healthcare	✓✓✓
Animal Health & Nutrition	✓✓✓
Personal Care Cosmetics & Dietary Supplements	✓✓
Speciality Chemicals	✓✓
Petfood	✓

DIFFERENTIATORS

- The mature, qualified and experienced people you meet are the people who do the work
- Qualified to PhD level with more than 180 years of combined commercial experience
- Proficient at identifying and ‘headhunting’ candidates with rare skill sets, whom our clients have found difficult, or impossible, to find
- Ability to make sound assessments of scientifically qualified business professionals
- Ability quickly and accurately to understand clients’ needs
- Treating candidates (and clients) with a high level of professionalism and respect and maintaining a high level of engagement with the candidate
- Combined with our CPL Business Consulting team, we have exceptional professional networks in all sectors
- Significant repeat business means few companies are “off-limits”; our existing clients are usually medium to large sized reputable companies in a variety of business sectors

