

# INTERNATIONAL Executive Search

International Development and Philanthropy

## SECTORS WE COVER



### INTERNATIONAL DEVELOPMENT

International Development or Global Development is a major part of our international search work, finding International Non-Governmental Organisations (INGOs), charities and foundations the senior management to deliver the strategy and sustainable impact they desire. Finding the right talent within the development sector requires unique understanding and networks with the global market, expertise that is the core of what we offer.

### PHILANTHROPY

Increasingly philanthropic trusts and foundations are getting involved in the international development sector because of the vivid impact they can have on the most pressing issues that our planet and its people face. This brings a new requirement for finding the best people with the insight and experience to manage such complex and challenging issues, and the ability to work co-operatively with other groups, from local to international level.

### HUMAN RIGHTS

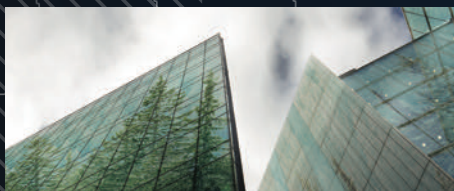
Humanitarianism is an active belief in the value of human life, whereby humans practice benevolent treatment and aid other humans, to better humanity for moral, altruistic and logical reasons. We work with Human Rights Charities such as Amnesty International, Foundations and Trusts recruiting CEOs and senior leadership to deliver this important work across the globe.

### SUSTAINABILITY

Sustainability covers environmental, economic and social matters. Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs. We recruit for charities and the private sector, finding them the senior management who can successfully deliver on this long-term agenda.

### CORPORATE SOCIAL RESPONSIBILITY

Corporate social responsibility (CSR) is a form of corporate self-regulation integrated into a business model. CSR policy functions as a self-regulatory mechanism whereby a business monitors and ensures its active compliance with the spirit of the law, ethical standards and national or international norms. We place leaders in CSR who can create genuine impact that adds genuine value to a business's 'triple bottom line'.



## About Us

Red Sea Search is an Executive Search Consultancy with specialist expertise in senior management and executive staff for International Development and Global Philanthropy.

We recruit leadership into the world's foundations, trusts and charity organisations, and especially for INGO's in International Development, Disaster Relief and Humanitarian Aid in the Global South.

With over a decade of international search experience the depth of our networks go from grassroots sustainability up to boardroom level UN appointments.

In a world with increasing global challenges the need for leaders and visionaries to shape our world is greater than ever. Extraordinary people are needed to deliver this vision, and discovering them is the heart of Red Sea Search. We find people who bring leadership and vision to organisations, and in doing so hope to help both change the global landscape and protect future civil society and global citizenship.

- EXECUTIVE SEARCH
- INTELLIGENCE SEARCH
- RESOURCING CONSULTANCY
- NETWORKING & PARTNERSHIPS
- ORGANISATIONAL DEVELOPMENT

*"In an sector grappling with the challenges of rapid globalisation, Red Sea Executive Search is built on the vision of finding and equipping organisations with staff and structures that can deal with those changes."*

*We will find you leaders with the vision, experience and passion to take your organisation forward in this era of global change."*

**TIM WINGROVE,**  
**MANAGING DIRECTOR**

*"My recent experience with Red Sea Search was excellent – the Director, Tim Wingrove, and his team, provided professional, high quality research and global outreach for a key leadership role for our organization, with a successful outcome while working with an ambitious time frame."*

*At each step of the process they showed themselves to be responsive, supportive, proactive and professional, with strong understanding of the international humanitarian and development sector and the leadership competencies we were seeking."*

**ABBY MAXMAN, PRESIDENT AND CEO, OXFAM AMERICA**



# What we do

## International Recruitment Specialists

Whether you require one-off senior level search or building entire senior teams, we offer you a tailored and personal approach to recruiting in the international development and philanthropy sectors.

You not only tap into one of the widest research insights into this field, but the expertise to manage the complicated elements of international salary negotiation plus localised pay and visa advice that most agencies can't begin to offer.

## Understanding your needs

We take the time to listen and understand your values, market brand and organizational culture as well as the specific needs of each search project.

You receive a research driven and creative approach, identifying candidates from a unique variety of sources, who can bring fresh thinking, appropriate experience and strong leadership to your organisation.

We are an independent boutique search firm – our added value is in our market knowledge and global networks, and the breadth and depth of the market we can access.

## The Red Sea Executive Search Team

Our consultants are situated across the globe to make the most of the local connections and cultural understanding that are so important to finding you the best candidates.

We limit our consultants to just two or three active projects each so that we can give your project the focus and attention it deserves.

## Our Guarantee

We have a 95% success rate with our candidates being retained by our clients.

We are so confident in our ability to find you the best candidates that we offer a completely free restart of the process if they are found to be unsuitable within six months of their start date.



WASHINGTON DC,  
USA



LONDON,  
UK



BARCELONA,  
SPAIN



JOHANNESBURG,  
SOUTH AFRICA



ISTANBUL,  
TURKEY

○ RED SEA LOCATIONS

● WHERE WE'VE WORKED



# Client Services Overview

## TARGETED HEADHUNTING

We know that the wrong recruit in a senior management role can set an organisation back 2-4 year in strategic and tactical impact.

Our Executive Search service is based on search and selection or targeted headhunting dependent on the brief, and our success is achieved by our knowledge of talent and networks across civil society.

We are committed to the highest standards in client and candidate care, with the emphasis on integrity, transparency and confidentiality. Our consultants have a track record which includes a range of chief executive appointments, trustees, and senior management of foundations, trusts, INGO's and other charitable organisations.

## INTELLIGENCE SEARCH

Whether you intend to hire now or are looking at future growth, understanding the market and available recruits keeps you one step ahead in the race to secure the best talent.

Red Sea Executive Search provides market intelligence that make it easier to find and attract the right people for your business, as well as providing context for a wide range of resourcing decisions.

## STRATEGY

The international development field is undergoing substantial transformation. We have a forward looking view of these changes and what they mean for your senior management requirements. We work at a board level to help you understand those changes and put in place a long-term strategy to find leaders who can achieve your vision.

## Executive & Senior Recruitment Services

CANDIDATE SEARCH  
ORGANISATIONAL ANALYSIS  
ROLE PROFILING  
INTERVIEWING SHORTLISTING  
PSYCHOMETRIC PROFILING  
MEDIA ANALYSIS  
RESPONSE HANDLING



*"Our rigorous and proven recruitment process leads to a success rate of about 95% of retained assignments."*

# Executive Search Process

## RESEARCH, SEARCH & HEADHUNTING

We know this market better than anyone.

Our personal networks have been built through years in this sector, and we combine these with a targeted advertising campaign and mapping process to find you potential candidates across relevant sectors, including those who may be off the market but open to exciting and challenging roles.

## CLARITY AND CREATIVITY

Search methods and recruitment processes are critical in any appointment. You receive an executive level process which has evolved from years of industry experience and client feedback. The Red Sea Executive Search process is designed to make any search and appointment as clear, thorough and engaged as possible. We are flexible to listen to your needs and will adapt a process as required, both in terms of timing and best practice.

## BRIEFING & CLIENT ENGAGEMENT

The initial briefing with you is the cornerstone of a successful process. Our understanding of your organisation, your aims and ethos, and the past, present and future needs of an appointment is vital to source the best candidates in the market for your role.

We look at key skills, management style, career aspirations and also assess a candidate's personality including character traits, cultural aspirations and working styles.

The aim is to create a picture of a candidate which matches the design of the brief in all contexts, and provide extra strengths beyond the specification. This really is one of the most skilled parts of a recruitment process, and is critical to a successful and long-term appointment. We then write a report for the you, which details all of the interview process, and helps to build a picture of the talent pool. We will make recommendations if desired, but ultimately agree a final shortlist with which you are wholly satisfied. Our rigorous and proven recruitment process leads to a success rate of about 95% of retained assignments.





## INTERVIEWING & SHORTLISTING

After the market has been searched and all applicants collated, we create a recommended longlist of the best candidates according to the criteria agreed with the client.

These are filtered using both consultative experience and a detailed matrix scoring system based on the job briefing. National candidates chosen for interview are invited to meet with the relevant consultant. International candidates are interviewed through online interview.

This results in a shortlist of usually 6-8 candidates that we present to you for your own final interview process.

If required we can support you through this part of the process too, and either way we can offer you psychometric testing, referencing and safeguarding checks to support your decision.

## APPOINTMENT

Once the successful candidate has been negotiated, offered and accepted, we will provide not only comprehensive feedback to all shortlisted candidates, but also to any applicant who comes in from the initial search. The service we offer is one which Red Sea Search feel is important for your organisation's brand in the market, and we make sure that all candidates understand the reasoning behind the selection process.

We arrange all assessments, interviews and any logistical issues for overseas applicants. This includes visa advice, international payment support and living and travel arrangements for the successful candidate.

# International Development

International Development is a core part of Red Sea's search work. We have consultants based in five countries across four continents, ensuring access to a diverse network of contacts and a personal understanding of working internationally.

We offer international search specifically for INGOs, foundations and humanitarian, environmental and development organisations, plus international aid and relief organisations.

Our clients include international governance, healthcare, education, poverty reduction, gender equality, disaster preparedness, infrastructure, economics, human rights and environment organisations, across the developing world.

*"You benefit from our experience in recruiting Programme Managers implementing multimillion projects across Africa and Asia, and we have recruited Regional Director and Country Director roles across the Global South. We also work for INGOs for CEO and Senior Management at Head Office internationally."*

**TIM WINGROVE,  
MANAGING DIRECTOR**





# International Philanthropy

Between 2013 and 2015 philanthropic giving to developing countries grew by 19%, and funding from specifically from European foundations grew 53% (OECD 2018 study\*).

Overseas development is a relatively new but rapidly growing field for philanthropic foundations and trusts to be involved in. Red Sea Executive Search is at the forefront of these events, lending our expertise to this emergent area of interest.

**We find you experienced experts in the field who can ensure those funds are directed and managed to make the greatest possible impact.**

Whether it's senior management at headquarters or managing programs out in the field, we help you to find the people with the necessary geographical and political insight. Leaders who can head up programs, make the best funding decisions, and identify the strategic priorities for positive growth and outcomes.

*Between 2013-15 private foundations provided \$23.9 billion for development. That's already 5% of all overseas development assistance.\**

As well as recruitment we offer growth strategy consultancy for philanthropic organisations wanting to expand their work into the overseas development arena.

Working alongside your management team we help you to connect with projects that align with your organisational goals.

**Our Corporate Social Responsibility expertise will ensure that your engagement plan supports your long term objectives,** and brings in the expertise to deliver sustainable, socially relevant impact.

## What next?

Whether it's recruitment, strategy development or market insight, we offer you a free initial consultation to explore your situation, give you the chance to explore what we can do to help, and explain the process we can take you through.

There's absolutely no obligation, we just want to give you the chance to see how we can help.

Contact our Managing Director, Tim Wingrove, on [twingrove@redseasearch.co.uk](mailto:twingrove@redseasearch.co.uk) to find a good time to talk or meet to discuss your situation.

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CHAIRS AND BOARD TRUSTEES  
CHIEF EXECUTIVES  
SENIOR MANAGEMENT AND LEADERSHIP ROLES  
DIRECTORS OF ADVOCACY AND POLICY  
DIRECTORS OF CAMPAIGNING  
DIRECTORS OF DEVELOPMENT  
DIRECTORS OF FUNDRAISING  
HEADS OF PHILANTHROPY  
COUNTRY DIRECTORS  
PROGRAMME DIRECTORS  
CORPORATE SOCIAL RESPONSIBILITY  
PUBLIC SECTOR DEVELOPMENT  
INSTITUTIONAL FUNDRAISING

\*OECD report on Private Philanthropy for Development, 2018



[www.redseasearch.co.uk](http://www.redseasearch.co.uk)

[contact@redseasearch.co.uk](mailto:contact@redseasearch.co.uk)

**LONDON, WASHINGTON, BARCELONA, JOHANNESBURG, ISTANBUL**

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