



# Position Specification

**Russell Reynolds Associates**  
Consultant

## Our Firm

Russell Reynolds Associates is the premier provider of senior-level executive search and leadership advisory services, serving clients globally for over 50 years. We advise our clients on recruiting and retaining outstanding and impactful leaders, and help them mitigate the risks associated with senior-level appointments.

We are a privately held firm with 47 offices across North and South America, Europe, and Asia/Pacific, covering all major business regions including Africa, Eastern Europe and Russia, the Middle East, and the South Pacific.

We leverage our collective expertise to identify and assess leaders who can support the growth and success of our client organizations. A global research network supports our over 600 experienced consultants. We lead 3,500 engagements annually, across a broad range of industries and functional roles.

Our success over the past four decades is attributable to the outstanding quality of our people, and a culture and business strategy focused on excellence in client service:

- We invest in long-term relationships, taking the time to gain a thorough understanding of each client's business goals and strategy, their position in the marketplace and business life-cycle, their competition, and their culture.
- We present the most effective team to serve on each engagement, based on the specific role, business area, and geography.
- We maintain an open dialogue with our clients and candidates throughout the assignment, ensuring expectations are met on both sides and ensuring a smooth transition through the final selection and offer stages.
- We identify the most experienced and proven candidates: leaders who will make an immediate and significant impact on an organization.
- We challenge our clients with insight and market intelligence to become strategic partners in their success.

## The Role

Our consultants lead search, assessment and leadership advisory assignments on behalf of clients across all major functions and industries, including Fortune 500 companies, venture capital and private equity-backed organizations, and premier academic institutions and nonprofits. We leverage our industry knowledge and expertise to strategically advise on top-priority, executive-level Human Capital needs.

Specifically, our search strategy combines the significant information we glean from market intelligence and an internal needs assessment to identify clients' strategic goals and challenges. We analyze these findings in partnership with clients to extrapolate the key competencies and skills required for success in the role, and agree upon target candidate pools. We source the global market, assess potential prospects, and interview candidates, gauging relevant experience and qualitative factors. We guide clients through a search process to a successful offer negotiation. Throughout this process, we consistently deliver insightful, impactful, and nuanced counsel to the client.

In addition to executing assignments, as their careers evolve, consultants build and deepen long-term client relationships through the execution of the highest quality work and the pursuit of a range of business development



activities. Our senior consultants develop market-validated reputations for their expertise, and are recognized by leading companies within their sector as trusted advisors.

Consultants hold internal titles based on levels of experiences:

- **Associates** typically have ca. 7-12 years of total work experience, with sector knowledge and relevant experience managing clients and leading relationships with C-suite executives. Those who join as Associates will have progressed to a senior functional or project management role and will have been responsible for the successful delivery of projects/initiatives involving tight timelines, diverse stakeholders, and stretch objectives.
- **Executive Directors** are more seasoned industry and consulting leaders who join the firm after holding successful roles in which advising clients and building significant business is central to their experience. Executive Directors will have achieved significant promotion in a professional services firm or corporation. Those who join as Executive Directors will have been responsible for the successful delivery of multiple complex projects/initiatives with tight timelines, diverse stakeholder groups, and demanding clients/internal customers. In addition, they will have demonstrated compelling business development skills required to identify and win business.
- **Managing Directors** are Partners of the firm who have deep experience in executive search, and through their leadership set the standards for client engagement, driving client relationships and execute assignments.

Over time, and as their industry expertise and client relationships develop, successful performers are promoted. Compensation is similar to the model used by strategy consulting firms and investment banks.

## Candidate Profile

Candidates may come from a variety of backgrounds including, but not exclusively:

- **Management Consulting**
- **Investment Banking**
- **Leading Fortune 500 Companies.** Successful candidates will have a deep understanding of their industry sector, including strategies and operations that will be of paramount importance.
- **Executive Search, Recruitment**

Successful candidates will have a demonstrable track record of success and achievement in all previous organizations. It is important that they are “ahead of the curve,” and have achieved success in all previous roles that will be unusual in terms of the speed and results delivered. It is likely that they will have worked at organizations with a global reach and mindset.

Personal skills are very important, particularly the ability to impact senior individuals positively and, over time, build strong relationships at the board level. Consultant candidates must have strong discipline and delivery skills, and be able to focus attention to bring projects to conclusion. Very strong listening and presentation skills are crucial.



Candidates must be able to build rapport with a variety of different styles and personalities. Empathy, humour and a sense of urgency are good ways to do that. Successful candidates generally bear graduate degrees.

Successful search consultants come from a variety of experiences and paths, but show universal success in driving complex processes, delivering compelling answers, and growing deep relationships.

Specifically, we would highlight the following competencies as essential to the role:

- **Driving Results:** Rigorously holding oneself and others accountable for achieving high levels of individual and organizational performance.
- **Developing and Leveraging Relationships:** Creating and cultivating internal and external networks of people and using them to accomplish objectives.
- **Analytical Skill:** Having an expansive ability to handle complex and multi-dimensional problems, and to apply logic, analysis, and sound reasoning to solve those problems.
- **Communication:** Being highly articulate and able to convey important messages in a clear and compelling manner.
- **Challenge-seeking:** Being attracted to first-time situations and stretch goals that put his/her abilities and those of the organization to the test.
- **Impact and Impression:** Generating a strong, positive, and remarkable personal presence resulting from one's bearing, style, words or behaviour.
- **Empathy:** Understanding and accurately assessing the reactions of others, and acting out of a consideration for those feelings and experiences.
- **Cultural Astuteness:** Being perceptive to cultural differences, open to new ways of doing things, and able to adapt words and practices to new cultural contexts.
- **Integrity:** Doing the right thing by others, having the courage of own convictions, and adhering to strongly held principles and values.
- **Learning Agility:** Quickly absorbing new information and the significance of changes in dynamic situations.
- **Entrepreneurial Drive:** Being quick to seize and capitalize on trends and opportunities.

## Role Attractiveness

RRA is recognized as one of the leading senior executive succession, leadership, and executive search firms in the world. The firm has very strong relationships at the highest levels with leading global multinationals, fast-growing mid-cap multinationals, and private enterprises. We also work with many of the world's premier private equity and venture capital businesses. Additionally, we partner with other key sectors in the firm (e.g. Technology, Financial Services, Industrial, Healthcare, Non-profit), where transversal idea-sharing on innovation, growth, market access, government impact, and distribution themes can be debated to offer insight back to our clients.



We only work on projects in which our clients retain us exclusively, and these range from Board of Directors/Chairman through CEO, business management and functional leadership (CFO, CMO, CIO, Heads of R&D, etc.) roles.

Russell Reynolds Associates is owned by its Partners. All Consultants are brought into the firm with the intention that they can become Partners and owners of the firm in the future.

## Contact

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