

# Case Study – Private Equity

## Managing Director, Mauritius



To identify a Managing Director for a green finance advisory and investment firm to manage the African portfolio for this nature-based carbon management & brokerage organisation



### Business Challenge

- A newly formed organisation within the sector had secured funding to support its ambitious expansion plans
- However, it lacked the long-standing market presence and proven track record of more established competitors, making the attraction of potential candidates challenging
- The sector itself was experiencing significant turbulence, with adverse publicity contributing to a climate of uncertainty within the sector

### The Search Challenge

- The role required a highly specialised individual to manage a diverse, geographically dispersed land asset portfolio
- Each asset demanded a distinct approach, sharply significantly narrowing the candidate pool and making the ideal profile exceptionally rare
- The urgency to fill the vacancy added further pressure, while many strong candidates in consultancy roles were unwilling or unable to consider a permanent move

### Critical Requirements

- A proven leader with the experience needed to deliver on business objectives, combined with a highly respected public profile
- Skilled in managing geographically dispersed and diverse teams, with the ability to lead through others to consistently deliver high international standards with integrity
- Demonstrated passion for carbon and biodiversity crediting programmes and their connection to best-practice land management

### The Search Process

- The Executives in Africa Research Team completed a global search and identified 135 potential candidates
- From 89 longlisted candidates, 49 advanced to comprehensive interviews and underwent a rigorous assessment process
- 5 candidates who met all brief requirements were shortlisted and interviewed by the client, with the new Managing Director appointed within just 11 weeks (incorporating the Christmas holiday period)

### The Placed Leader

- Africa-based European national with over 20 years of experience in environmental finance and carbon markets
- Brings exceptional strategic and operational expertise from similar sized organisations, with established networks among global 'off-takers'
- A sought-after subject matter expert, regularly speaking at industry events, publishing reports, and frequently quoted in the media

# Case Study – Venture Capital

## Chief Executive Officer, UK-based



To identify a CEO for an African venture capital association, promoting private investment, supporting growth, knowledge-sharing, and networking across Africa's VC ecosystem



### Business Challenge

- The association needed a transformational CEO to re-engineer operations and diversify revenue post-COVID decline
- It required a strategic leader to enhance membership value across Research, Training, Networking, and Advocacy
- A high-profile, Africa-experienced communicator was needed to expand influence and strengthen investor networks continent-wide

### The Search Challenge

- Finding a leader with deep Africa private equity and venture capital experience posed challenges
- Identifying someone skilled in both strategic vision and hands-on operational leadership was difficult
- Securing a high-profile communicator capable of managing diverse stakeholders required careful consideration
- Attracting a candidate able to transform the association's revenue model post-COVID demanded strategic positioning

### Critical Requirements

- Deep Africa private equity and venture capital experience with strong industry knowledge and networks
- Strategic thinker with hands-on operational leadership, driving transformation and delivering measurable results
- Exceptional communicator capable of engaging diverse stakeholders and representing the association externally
- Membership-focused leader able to enhance value, diversify revenue, and adapt business model post-COVID

### The Search Process

- The Research Team quickly and efficiently mapped the market across Africa
- From an initial longlist of 220 candidates, 141 were shortlisted for discussion and preliminary assessment
- Of these, 31 progressed to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 7 candidates who met all brief requirements were presented to the client

### The Placed Leader

- Nigerian-British leader with deep Africa PE/VC experience, strong networks, and membership growth
- Strategic thinker with hands-on leadership, driving transformation and delivering measurable results
- Exceptional communicator engaging stakeholders, representing organisations, and leading advocacy with regulators
- Membership-focused leader enhancing value, diversifying revenue, and adapting post-COVID business models

# Case Study – Venture Capital

Senior Associate, Nigeria



To identify a Senior Associate for a venture capital organisation providing early-stage investment and strategic support to high-growth African businesses



## Business Challenge

- Growing Nigerian deal flow required senior, locally based investment expertise and on-the-ground execution capability
- Expanding portfolio demanded deeper due diligence, stakeholder management and hands-on support for scaling founders
- Additionally, increasing international fundraising and sourcing activity required dedicated leadership to strengthen Nigeria market coverage

## The Search Challenge

- There was a narrow talent pool of candidates with both venture capital and African market experience
- Candidates needed to combine investment expertise with strong relationship-building skills, adding complexity to the search
- Both a local Lagos presence and understanding of the Nigerian startup ecosystem were required
- High-calibre candidates also needed experience supporting early-stage tech company growth

## Critical Requirements

- Strong venture capital experience focused on early-stage African tech companies
- Proven ability to evaluate deals and perform thorough investment due diligence
- Exceptional relationship-building skills with founders, investors, and key stakeholders
- Local Lagos presence with deep understanding of Nigerian startup ecosystem

## The Search Process

- The Research Team quickly mapped the market across Africa, targeting organisations with management consultancy expertise on West Africa
- From an initial longlist of 164 candidates, 94 were shortlisted for discussion and preliminary assessment
- Of these, 30 progressed to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 4 candidates who met all brief requirements were presented to the client

## The Placed Leader

- Highly driven Nigerian national finance national with extensive venture capital and investment advisory experience in Nigeria
- Proven expertise in deal evaluation, investment due diligence, and financial model development
- Exceptional relationship-building skills with founders, investors, and key stakeholders across sectors
- Based in Lagos with strong knowledge of the Nigerian startup ecosystem