

Case Study – NGO (Agribusiness)

Climate Adaptation Expert, Kenya



To identify a Climate Adaptation Expert for a nonprofit that generates agricultural innovations to address Africa's most pressing challenges of hunger, malnutrition, poverty, and natural resource degradation



Business Challenge

- A new and crucial hire was needed to establish, develop, and lead the client's internal climate adaptation function, which was essential to the long-term viability of their projects
- A candidate had to be in place within six months; otherwise, the funding for the role would be lost
- The organisation had already undergone a search process with another firm, but it resulted in a list of disappointing candidates

The Search Challenge

- Climate adaptation is a relatively new field, which significantly limits the talent pool - especially when the role required 15+ years of experience
- As the role was at the Senior Scientist grade, only candidates with a Ph.D. in Climate Adaptation, Agricultural Sciences, or a related field met the funding criteria
- A bilingual (French and English) speaker was required due to extensive programs across Francophone and Anglophone Africa

Critical Requirements

- Bilingual (French & English) speaker
- Ph.D. in Climate Adaptation, Agricultural Sciences, or a related field
- 15+ years of experience developing a Climate Adaptation function in a credible organization
- Proven research credibility in Climate Adaptation or ESG within African agricultural development

The Search Process

- The Research Team mapped Ph.D.-level candidates with a global focus on African Climate Adaptation
- From 88 longlisted candidates, 14 underwent comprehensive interviews and a rigorous assessment process
- 7 candidates met the brief requirements, each from a different market and nationality: a Canadian (UK), Zimbabwean (South Africa), Ghanaian (South Korea), Ugandan (Uganda), Nigerian (Netherlands), Ethiopian (Ethiopia), and Kenyan (Kenya)

The Placed Leader

- Bilingual (French & English) Canadian national with a Ph.D. in Environmental Science and extensive experience across West, East, and Southern Africa
- They had successfully established and developed a Climate Adaptation function in a similar organisation
- The offer was accepted within 4 months from initiation of the process, and relocation to Nairobi was completed on schedule

Case Study – NGO (Conservation)

Head of Sociology, São Tomé and Príncipe



To identify a Head of Sociology for a newly created NGO specifically aimed at the conservation of the UNESCO World Heritage site, Príncipe Island



Business Challenge

- This was a newly established sister organisation to an eco-tourism & agricultural business that had been engaged in conservation efforts on the Island for over 10 years
- The operation adopted an innovative approach aimed at encouraging individuals and communities to make choices that reduce or eliminate behaviours harmful to Príncipe's biosphere
- Príncipe is a highly challenging and remote location with a very small population

The Search Challenge

- The role required finding candidates willing to live in a highly remote location with minimal amenities on a permanent basis
- The local talent pool was limited, as São Tomé & Príncipe has very few economic resources and a population of less than 250,000 people - only 10,000 whom live on Príncipe
- Executive in Africa's multilingual Research Team played a crucial role in identifying candidates from a broad range of potential individuals across Lusophone Africa

Critical Requirements

- Portuguese speaker with extensive experience working in highly remote and developing locations, ideally in Africa
- Degree in Sociology, with technical expertise in social data collection and analysis
- Proven ability to develop relationships with communities (both rural and semi-urban) in developing countries

The Search Process

- The Research Team efficiently covered the market, mapping talent across Lusophone Africa (including São Tomé & Príncipe, Angola, and Mozambique) as well as Brazil
- From a longlist of 104 candidates, 17 candidates advanced to comprehensive interviews and a rigorous assessment process
- Within just 4 weeks, 8 candidates who met all brief requirements were shortlisted, including 1 São Tomean national

The Placed Leader

- Mozambican national, fluent in Portuguese, with extensive experience in social studies across remote communities in Mozambique
- Proven track record of building strong relationships with diverse rural and semi-urban communities for NGO projects
- The offer was accepted within 4 weeks of the shortlist presentation

Case Study – NGO (Dairy Project)

Project Team, Senegal



To identify a project team (4 roles) for a multinational not-for-profit focused on smallholder farmers, developing a dairy project across the Sahel region



Business Challenge

- The new project aimed to positively impact 50,000 families by developing market systems that connect smallholder dairy farmers with processors across the region
- A full project team needed to be hired within just 3 months to launch the project and meet the funding requirements within the specified timelines
- There was a strong preference for Senegalese nationals for all four roles, based in Thiés, approximately 80km east of Dakar

The Search Challenge

- Finding Senegalese nationals with regional experience covering Côte d'Ivoire, Mali, and Niger significantly narrowed the search criteria for all four roles
- Candidates for the Project Director and Country Project Manager roles had a wide variety of job titles, making it challenging to select the right level profiles for each role
- The candidate assessments were essential in evaluating and showcasing the relevant technical skills, particularly for the Finance Manager and MEL Specialist

Critical Requirements

- Project Director: Project start-up, partnership development, fundraising
- Country Project Manager: Project management, managing technical dairy teams, stakeholder management
- MEL Specialist: Systems implementation, project Efficiency, analysis & learning
- Finance Manager: Funder report preparation & presentations, risk management, procurement

The Search Process

- Across the 4 roles, the Delivery Team mapped 292 relevant candidates – all Senegalese nationals
- 41 candidates advanced to comprehensive interviews and a rigorous assessment process
- 4 shortlists meeting each brief requirements were presented within 4 weeks
- 6 Candidates who met all brief requirements were shortlisted for the Project Director role, 6 for the Country Project role, 7 for the MEL Specialist role, and 8 for the Finance Manager role

The Placed Leader

- Senegalese national with multi-country experience across the Sahel region was selected for each role
- All 4 appointments were made within the required deadline, enabling the project to start on time, thus securing the funding