Executives in Africa
15 years of lasting impact

Finding the Best Leaders to Realise Africa's Potential

executivesinafrica.com

About Executives in Africa

Our award-winning search team's unique focus is Africa, and we have managed over 1000 assignments across 50+ markets since 2010.

Many of the best leaders are not actively seeking new opportunities - and that's where we come in. Our no-compromise approach attracts unique people to your teams, connecting you with the highest calibre of talent.

Diversity is also a key focus, and our achievements often come as a result of nurturing relationships that others have overlooked.

Choosing to retain a search specialist is the right solution for critical leadership roles and an essential approach for confidential appointments. It's also the best way to identify rare and specific technical skills which are in short supply.

We start by understanding your challenges, vision and strategy, and then provide the creative advice and expertise you need for success.

We have a positive and lasting impact on Africa

“Hiring two key executives through your search process has enabled us to help improve the lives of one million farmers”

A Lasting Impact

We aim to be renowned for placing leaders who create meaningful jobs in their communities, raise standards, improve access to essential services, and protect the environment for future generations.

Many of our assignments require people who can contribute directly to Africa’s longer-term development via their roles. Individuals are looking for a sense of purpose in their work and are often attracted to employers who have a strong focus on nation-building and the continent’s regeneration.

We are passionate about bringing people together through these shared motivations and interests.

We also make a more direct contribution by offering more favourable fee structures to not-for-profit organisations, helping them to deploy their resources in the most cost-effective way.

Our Search Solutions

Executive and Senior Management

Our focus is on exceptional leadership talent - identifying, attracting and placing unique, high-performing leaders across multiple industries, sectors, and functions.

Whether it's the C-suite or other senior roles, it's about the right individual in the right place – and with the skills, knowledge, and agility to contribute to the long-term goals of the organisation. Executive search ultimately provides the access, insight, expertise, and discretion required for success.

Non-Executive Board Appointments

Chair, non-executive, and advisory roles are essential for a board's effectiveness. These roles demand a balance of specialist skills, including strategic and innovative thinking, and sound judgment to ensure strong governance.

Partnering with us can help ensure that genuinely *independent* appointments are made through a clear, transparent assessment process. We find leaders with lived experience who can transform organisations and increase value.

Africa and Beyond

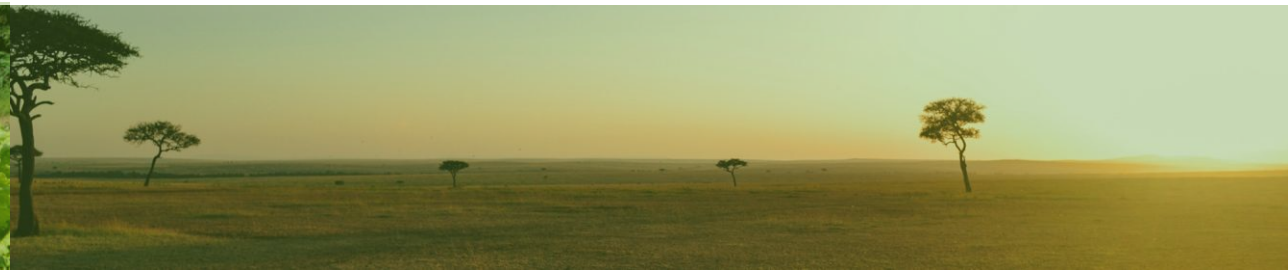
Sectors

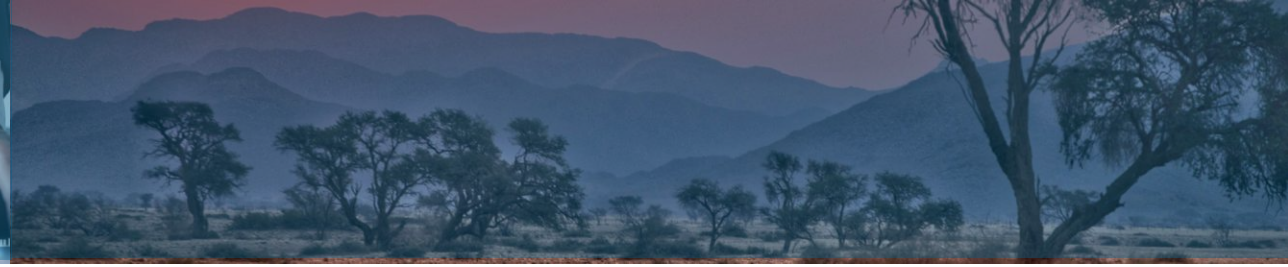
- Agribusiness
- Business & Professional Services
- Climate & Clean Energy
- Construction & Real Estate
- Consumer, FMCG & Manufacturing
- Financial Services
- Fintech
- Government
- Healthcare
- Industrial, Transport, Defence & Power
- Natural Resources & Mining
- Private Equity & Venture Capital
- Social Impact & NGOs
- Technology & Telecoms

Roles & Functions

- CEO, Board & Senior Management
- Digital, Data & Technology
- Financial Management
- Legal, Risk & Compliance
- Logistics, Procurement & Supply Chain
- Manufacturing & Technical
- Operations, Projects & Transformation
- People & Culture
- Sales & Marketing
- Sustainability

42 African countries and counting...





Our Success Record

Delivery:
86%

of shortlists delivered within 4 weeks

Satisfaction:
80%

of our business is from returning clients/referrals

Gender Balance:
30%

of placed leaders are female

Diversity:
79%

of placed leaders are of African origin

Retention:
91%

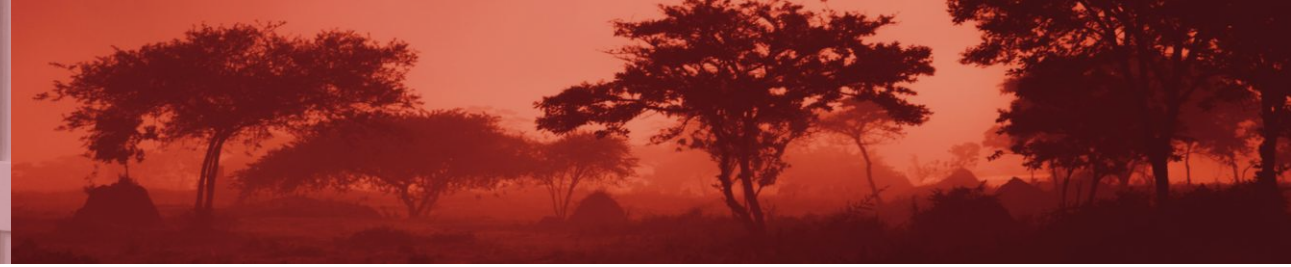
of appointments stay for 1+ years

INTERNATIONAL INVESTOR AWARDS WINNER 2025 Executives in Africa Best Executive Search Recruiter - Africa

INTERNATIONAL INVESTOR AWARDS WINNER 2025 Executives in Africa Best Service Delivery - Executive Search

10 Reasons to Choose Us

1. 250+ years of combined Africa experience
2. UK and Africa-based teams
3. 1000+ assignments in over 50 countries
4. 140,000 people on our global database
5. Up to 120 hours of resources for your search
6. Interim shortlist meeting to refine the search
7. Interim refund guarantee if not satisfied
8. French, Amharic, Portuguese & Arabic language skills
9. Access to free leader and manager training
10. Search delivery and free replacement guarantees



The Search Process

Weeks 1 – 2 | Week 2 | Weeks 2 – 4 | Week 4 | Week 5+

1. Stakeholder Briefing
2. Research & Mapping
   - Up to150 Longlist
3. Candidate Approaches
4. Initial Screening
5. Interim Shortlist Meeting
6. Candidate Assessments
   1. CV-based interview
   2. Candidate provides written evidence of their relevant experience, performance, skills and behaviour
   3. Competency/scenario-based interview with second interviewer
7. Final Shortlist Presentation
   - Search results, insights and feedback, candidate profiles and consultant view of suitability
   - \+
   - Candidate reports: including career overview, written evidence, and CV
8. Client Interviews
9. Candidate Appointment

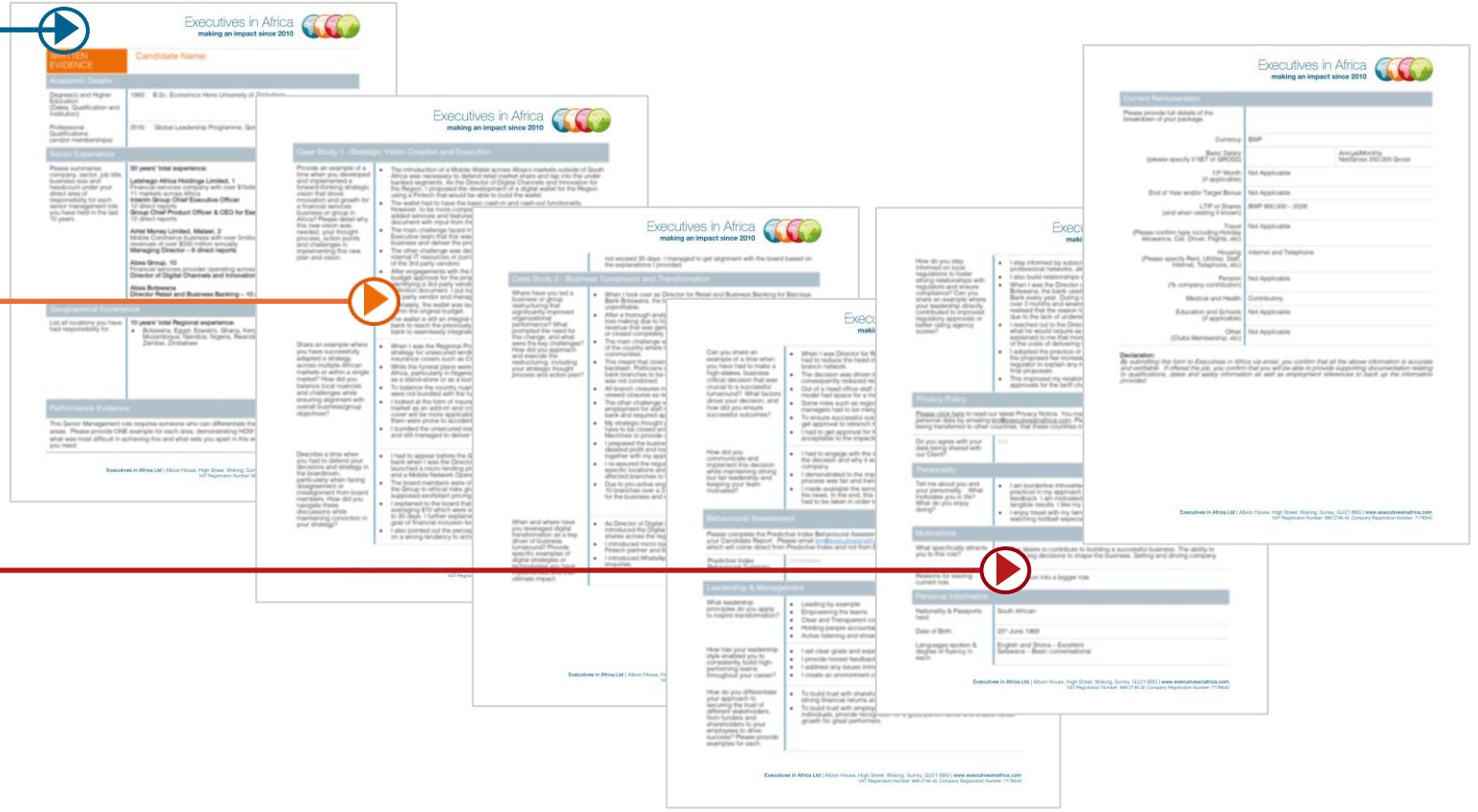
For more information on each stage, please refer to our *Search Process In Detail* guide

Example *Written Evidence* Document

Leadership and Management:
Give an example that demonstrates you are an inspirational leader capable of achieving a high level of employee engagement and alignment with business beliefs and best practices. Explain how you brought this about in practice and over what period.

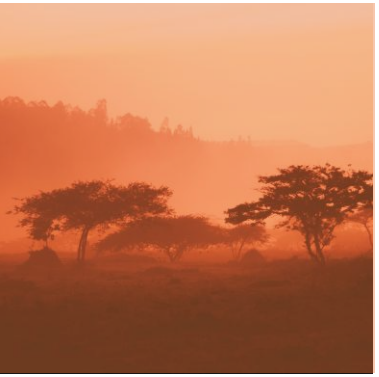
Strategic Growth:
Give an example that demonstrates how you have delivered significant step-change growth. How did you define the roadmap to achieve the strategic vision? What did you alter about the original business plan as you implemented the change?

Change Management:
What were the main challenges in implementing a specific digitalisation programme? Explain what you did to ensure adoption of the new processes so they became fully embedded in each area.



Delivery Guarantees

We offer two delivery guarantees: one that covers our search process, and another that applies if the placed candidate leaves soon after appointment.



On rare occasions, we may be unable (post-Final Shortlist) to present any candidates deemed suitable for first interview with the client.

This may be because candidates with the required criteria are not available, or they are not interested in the role/organisation being presented to them.

If this applies, we will agree (with the client) adjustments to the selection criteria and source a further selection of candidates at no extra charge.

Secondly, if a placed candidate leaves the client within 13 weeks of appointment, we will endeavour to replace them – again, at no additional cost to the client (unless the termination is due to the role being made redundant).

Both guarantees set out above are subject to specific conditions around notification timescales, payment terms compliance, and re-engagement restrictions.

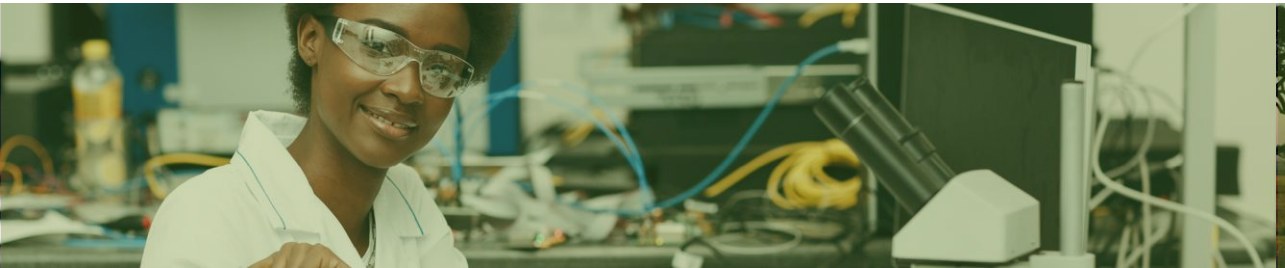
Recommendations

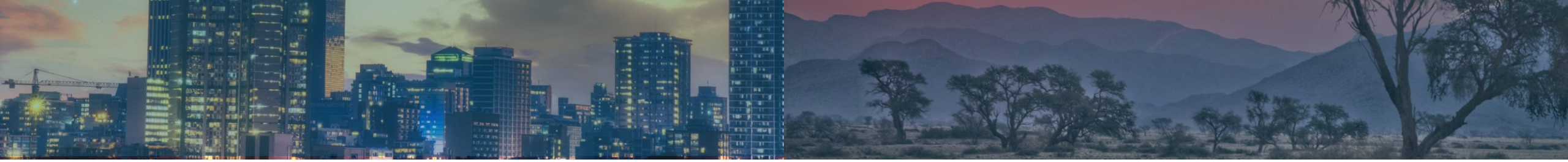
"I continue to have the pleasure of working with the team on several key executive searches. Above all, I am always impressed with their keenness to get it right first time by spending adequate time and resources in getting to know our requirements, as well as the overall business strategic objectives. They are always ready to go beyond our expectations."
Group Head of Talent, Learning and Organisational Development – Ecobank (The pan-African bank)

"Hiring without a search partner can be unpredictable, particularly when it comes to critical board appointments. It's crucial to embrace diversity, seeking individuals with varied experiences and perspectives - rather than those who resemble the current team. The selection process is also time-consuming and demanding. Executives in Africa understands our culture, is efficient and effective, and has proved to be an invaluable external resource."
Chairman - Hubtel (E-commerce and payment platform provider)

"It was a pleasure to partner with Executives in Africa when recruiting for an executive position in our country leadership team. They took the time to fully understand both our strategy, and the type of person that we were looking to recruit. They put forward strong candidates with the diversity that we wanted to achieve, and our chosen leader is the perfect fit for our team."
Head of People – Sandoz (Global leader in generic and biosimilar medicines)

"I had the opportunity to work with Executives in Africa when trying to appoint a role that had taken two years of effort with other recruiters. From onset to conclusion, the quality and planning of the whole process was meticulous. Timelines were adhered to, and whatever assistance I required was provided. Proud to report that the leader was placed at the end of this exercise. I look forward to being able to work with them again on future assignments." *Chief Operations Officer – AAA Growers (Agribusiness)*





Expertise Across Africa

Ecobank
The Pan African Bank

Bata

DIAGEO

HOLCIM

absa

SANDOZ

UBA
United Bank for Africa

Coca-Cola Beverages Africa

HEIFER INTERNATIONAL

MTN

DANGOTE

Schneider Electric

Executives in Africa
15 years of lasting impact

executivesinafrica.com