



**Horton International**

EXECUTIVE SEARCH – MANAGEMENT CONSULTANTS

*Successfully Delivering Superior Talent*

## **CHIEF EXECUTIVE OFFICER / EXECUTIVE ADVISOR**

### ***THE GROUP***

Horton International is a global executive search group specializing in the recruitment of senior talent across numerous disciplines. The group has more than 40 offices in 28 countries in the Americas, Europe, the Middle East, and Asia Pacific. Local offices of Horton International are independently owned and operated. The governance of the Group is carried out by Horton Group International Ltd (HGIL, a UK company) by statutory and executive Boards, which include the CEO/EA.

Our website [www.hortoninternational.com](http://www.hortoninternational.com) has more detailed information on the Group.

### ***THE POSITION***

The CEO/EA reports to both Boards, but mainly coordinates and works in conjunction with the Chairman of the Group. The geographic location of the CEO/EA would ideally be in Europe or the Middle East. The CEO/EA is expected to strengthen Horton International in the following key areas:

- **Strategy**

It will be the responsibility of the CEO/EA to develop appropriate topic related strategies as well as an overall strategic plan in close co-operation with the Board and to implement them in equally close and respectful co-operation with the local offices.

- **New Licensees**

Although Horton International has global representation, in some key markets we have none. We seek to close those gaps by identifying relevant opportunities to grow, either organically or by acquiring new partners.

- **New partners for existing offices**

Some offices are managed by senior partners who are reaching retirement age. Incentive mechanisms to attract new partners must be developed which relate to local as well as global influence/ownership.

As part of the role and supported by the Group secretariat, the CEO/EA will undertake a number of official obligations relating to the daily operation of the Group such as:

- Acting as the public face for Horton International while enhancing and raising the value of the brand on a global basis with the media, clients and industry associations.
- Assuming hands-on responsibility for a significant portion of the legal, governance and communications activities currently executed by the Chairman and the Boards.
- Overseeing and managing HGIL's finances in conjunction with the Chairman.



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## **THE CANDIDATE**

### **EDUCATION**

A first degree in Business or a related field is required. A postgraduate qualification will be an advantage.

### **EXPERIENCE**

The ideal candidate will have 15 plus years' leadership experience in professional services, however other equally relevant international experience will also be considered. A strong business background with an in-depth understanding of strategic planning and business execution is essential. In addition candidates will have:

- Demonstrated strategic leadership ability and a track record of success in driving and steering an organization.
- Experience in a business with geographically dispersed teams specialising in different professional disciplines and industry sectors.
- A functional well-rounded career with experience in operations management where a focus on customer satisfaction was held as a critical issue.
- Fluency in English and a familiarity with UK company law are essential. Additional language capabilities will be a distinct advantage.

### **PERSONAL CHARACTERISTICS**

The successful candidate must:

- Be a leader with presence and have a persuasive manner that commands respect.
- Be able to bring people together for their mutual interest and the greater good of the Group.
- Be a natural team-builder and motivator who is excited about the opportunity and challenges facing the organization.
- Be visionary, but practical in their approach to business – and be conscious of detail as well as having the ability to operate strategically.
- Be strongly relationship focused, positive, energetic, outgoing and engaging.
- Be an analytical problem solver and calculated risk taker who can successfully apply experience, judgment and creativity to both short and long-term business solutions.
- Possess a good understanding of organizational dynamics and working in cross-cultural environments.
- Exhibit a highly professional attitude to business together with impeccable personal ethics.



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## **COMPENSATION**

For discussion and negotiation, but expected to comprise a base salary and appropriate additional benefits. In addition a results related bonus can be anticipated, against specific targets to be agreed with the appointed candidate.

We are open to discuss the possibility of a part-time or interim role; the CEO/EA does not have to be full-time and permanent. As such, any person is welcome to make his/her interest known and we will proceed on the basis that suits him/her.

## **DIVERSITY**

Horton International is diverse, tolerant and inclusive. We welcome candidates from any background and we do not discriminate. As one would expect, our partners around the world are a diverse group of people and we want our CEO/EA to celebrate that and to enjoy working with us.

Andreas Wartenberg  
Chairman  
August 2018

[www.hortoninternational.com](http://www.hortoninternational.com)