

Executive solutions

Appointing your leadership team



Michael Page
EXECUTIVE SEARCH

Executive search

Michael Page Executive Search focuses on sourcing board and senior level management for organisations across all market sectors. We have become a market leader in this space and our success has been based on a flexible approach and commitment to a **transparent delivery**. We are able to draw upon significant market and candidate knowledge built since our launch in 1985.

Michael Page Executive Search offers a fresh approach to recruiting for the \$200,000 plus base salaries market, with campaigns run by experienced consultants who add true value to your **resourcing strategy**.

We provide the most effective candidate attraction strategies in the most **cost/time efficient** manner delivering the strongest business leaders for your organisation.

We are not limited to one sourcing strategy which allows us to maximise the potential pool of executives available. The depth of our domestic and **international databases** along with our ability to use multiple sourcing strategies provides a comprehensive platform to source and secure the most relevant executives for your business.

Our achievements

- A team of senior consultants working across the Australian market, based in Sydney and Melbourne. Our executive consultants have an average of 10 years recruitment experience with Michael Page.
- Over 90% completion rate.
- Development of 360 degree candidate resourcing process incorporating on and offline advertised selection, executive networking and direct approach.
- We are one of the largest national advertisers which guarantees prime positioning in print media publications when required.
- 31 years of specialist global recruitment expertise.
- A more flexible approach to search that concentrates on an expedient and efficient delivery which is bespoke to the situation of the client.

Our methodologies

Tailored methodology

For each assignment we will advise as to the best recruitment methodology for a specific role. This could consist of a combination of pure search (direct approach) and/or advertised selection.

In-depth candidate assessment

Candidates identified from search and any advertising will be interviewed thoroughly against pre-agreed criteria specific to the role in question. We would typically use behavioural interviewing to probe into key competencies.

Relevant shortlist

A shortlist of approximately four relevant, compliant and benchmarked individuals are normally presented. Candidates taken forward into your recruitment process are then referenced.

Market intelligence

In addition, any feedback or market view on your firm as an employer that is obtained from the process is included in the report.

On and off limits

We will provide immediate transparent feedback regarding any restrictions that will affect the successful outcome of any potential assignment.

Established networks

Michael Page operates in 25 countries and this truly international network is a strong source of executives with international experience and particularly returning Australians with international experience.

Executive search placements

Our recent placements include:

- Director – Natural Resources
- Australian Finance Director
- Business Effectiveness Manager
- Chief Financial Officer
- Chief Information Officer
- Chief Operating Officer
- Company Secretary
- Construction Manager
- Corporate Counsel – PWM
- Deputy General Manager
- Director of Finance
- Director of Licensed Brands
- Executive General Manager
- Finance Director
- Financial/Management Accountant
- General Manager
- Group Financial Controller
- Group Tax Manager
- Head of Collections & Recoveries
- Head of Legal and Compliance
- Head of People
- Head of Risk
- Head of Strategy & Planning
- Head of Technology
- Manager Accounting
- Managing Director
- National Marketing Director
- National Sales Director
- Procurement Manager
- Production Services Manager
- Program Manager
- Project Manager
- Regional Finance Director
- Sales & Marketing Manager
- Senior Banking/Finance Lawyer
- Treasurer
- Vice President, Structured Finance
- Vice President, Asia Pacific

Executive print advertising

Australian Financial Review

Chief Financial Officer

Our client is an Adelaide based listed company operating across multiple markets. Already enjoying a prominent market position and having grown from restructuring and exceptional growth over recent years, the company is poised for the next exciting phase of acquisition, growth and

Growth Focus ♦ **\$250,000 to \$300,000 Package**

As 2IC to a dynamic CEO, you will have full financial and control responsibility for the growing business including the Commercial function. Specifically this will include further development of financial management reporting tools and enhancement of financial controls throughout the business. As an important member of the executive team you will also be a major contributor to the company's operational and growth strategies of the group including acquisition and CA/CPA qualified you will be able to demonstrate proven experience

managing a finance function and implementing initiatives ideally from a national perspective to develop strong relationships and leadership skills and strong

To apply for this position, please go to www.michaelpage.com.au ref:A1050690 or call Michael Page on (03) 9607 5600 for further details.

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Melbourne Age

National Sales Director

This leisure and entertainment group is a national industry leader and a flagship of Australian tourism. Having set benchmark precedents in attendance figures and collectively earned in excess of thirty major Australian Tourism Industry and International Awards, it has become a cornerstone of Australian culture. The group is now seeking a highly innovative and experienced National Sales Director to continue to drive their success.

Gold Coast Based ♦ **Senior Executive Role**

In this hands-on leadership role you will develop the sales strategy for the theme park's division and closely manage its execution. Working closely with the executive board you will devise budgets and sales plans to drive revenue growth through both direct and trade channels. Your ability to deliver and exceed sales targets as well as inspire and manage the sales team will be key to your success.

Outstanding strategic thinking and proven leader, you understand the importance of building and maintaining long-term relationships.

To apply for this position, please go to www.michaelpage.com.au ref:A1050690 or call Michael Page on (03) 9607 5600 for further details.

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Chief Executive Officer

Our client is an Industry Super Fund with over 10 years industry experience and one that is well positioned to realise its ambitious plans for growth and business diversification. The opportunity now exists for an experienced and driven senior executive to identify, position and drive the company to achieve those growth objectives.

Industry Super Fund ♦ **Growth Focus**

Reporting to the board, the CEO will be responsible for implementing growth strategies pertaining to brand and product. Key to your success will be your ability to lead the team, oversee budgets and business plans and ensure the achievement of agreed business and financial targets. You will also be responsible for managing key external stakeholder relationships including regulators, industry bodies, consultative groups, and managing the overall public profile of the Fund.

The successful candidate will have a significant, and preferably exclusive background in the superannuation industry with exposure to marketing, product, general and commercial. Strong competency in strategic analysis, negotiation and networking would also be highly regarded.

To apply for this position, please go to www.michaelpage.com.au ref:A269241 or call Michael Page on (03) 9607 5600 for further details.

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Australian Financial Review

Chief Operating Officer

Our client is the clear market leader in its field and sets the benchmark for its quality of customer service, utilisation of new technology and for its commitment to safety. As a result of significant recent and projected growth, the company is seeking to appoint an experienced COO to continue positioning the company operationally for further growth and drive business performance to the next level and beyond.

ASX 200 Listed ♦ **Dynamic Market Leader**

Reporting directly to the Chief Executive Officer the successful candidate will have national responsibility for all operational activity. Key to your success will be your ability to deliver on key objectives including the streamlining of process, customer service and delivery, a strong commitment to industrial relations and safety, sound financial management of operational budgets as well as the provision of strong and clear leadership to the business.

The successful applicant will have a proven track record of operational management at a senior level ideally within the resources or industrial services space. You will be able to demonstrate strong leadership and people management skills, sound commercial acumen and decision making ability and the experience and attitude to gain the respect of staff, peers and senior management.

To apply for this position, please go to www.michaelpage.com.au ref:A228171 or call Michael Page on (02) 8292 2000 for further details.

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Sydney Morning Herald

