



# Calderwood Han

Calderwood Han International Group

## executive search

Calderwood Han's core business is an executive search consultancy, which undertakes numerous worldwide assignments in fields as diverse as third generation mobile telephony and mining; the searches carried out are invariably for senior management and Board level appointments.

In each of the last three years Calderwood Han has worked in the five major continents, either on behalf of foreign clients or when seeking candidates.

The latter is extremely demanding, necessitating long and complex searches to identify unique individuals for difficult roles, either by job type, political sensitivities, location or those with a combination of all three. Adaptability to and tolerance of differing cultures and habits is a vital personal characteristic in these appointments.

Within the executive search business, Calderwood Han can substantiate well above average success in the placement of candidates. We attribute this not only to the skills, maturity and corporate backgrounds of the key consultants, but also to our working from first principles. In short, the modus operandi is to understand clearly our client's mission, culture and management style and, where appropriate, those of its subsidiaries.

Likewise, we assess the shortlisted candidates for an assignment thoroughly and in the process are reassured of their attributes, potential and character. In this way, the optimal match is achieved. The importance of cultural compatibility between client and candidate is paramount.

