

PEOPLE . PASSION . PERSISTENCE

MILLAR CAMERON

# EXECUTIVE AND PROFESSIONAL SEARCH SOLUTIONS FOR THE CONSERVATION SECTOR

*Our dedicated team works in partnership with conservation organisations, from those with a global presence to small, impactful programmes. We enable you to identify the leaders whose expertise creates lasting conservation impact.*



# AN INTRODUCTION TO MILLAR CAMERON



Millar Cameron is an executive and professional search consultancy specialising in sourcing key talent for companies and organisations around the world.

Since Millar Cameron's inception in 2007, we have been sourcing high calibre leaders and executives for a wide range of businesses and institutions across Africa. Our passion lies in attracting, developing and retaining top talent in Africa's emerging markets, where incisive leadership is crucial. Our palpable commitment to Africa has led to recognition as one of the leading providers of executive and professional search solutions within the continent.

*"I would recommend Millar Cameron to other organisations wanting to recruit high performing individuals in the environmental and natural resources fields"*

Regional Director Africa, FSC International



# INTERNATIONAL DEVELOPMENT *AND CONSERVATION*



With an ever-increasing global population and demand for natural resources, Millar Cameron recognises the critical role that conservation plays in sustainable international development. We are committed to supporting conservation efforts, especially within developing countries, where overexploitation is incentivised. As such, we build rewarding partnerships with clients whose work is devoted to conservation.

We possess a demonstrable track record in sourcing engaging leaders and senior management professionals for conservation organisations operating in Africa and the Americas.

Through the importance we consistently place on finding the right people, our passion for the sector, and the persistence we demonstrate during searches, Millar Cameron is the ideal partner to enable you to achieve your recruitment objectives.

*Millar Cameron has represented 136 nationalities  
in our shortlists and successfully concluded  
executive searches in 41 African countries*



# A HISTORY OF *CONTINUED SUCCESS*

We have an excellent track record in sourcing leaders for clients working across a wide variety of topics related to conservation.

## *Elsewhere in the world*

Whilst we specialise in the African continent, we have successfully concluded mandates in several countries elsewhere in the world

### *Germany*

**Global Revenue Manager**  
Supporting an indigenous peoples' foundation in Central America

### *Panama*

**Programme Director**  
Indigenous peoples' rights programme

### *Benin*

**Non-profit Tourism & Development Manager**  
Landscape rehabilitation project

**Parks Director**  
Leading conservation organisation

### *Gabon*

**Country Director**  
World-leading conservation organisation

**Congo Basin Coordinator**  
FSC certification

**Certification Advisor**  
FSC certification

### *Democratic Republic of Congo*

**Grants Finance Manager**  
Protected area management

**Director of Finance and Administration**

### *Kenya*

**Head of Working Lands**  
Agriculture and forestry

### *Rwanda*

**Director of Human Resources**  
Leading regional conservation initiative





# UNDERSTANDING CONSERVATION

Our dedicated conservation team is well placed to add value to your search. We have developed an expertise in the conservation issues that affect developing countries and the impact that this has on your recruitment requirements.

As conservation continues to prove an essential tool in combatting the manmade acceleration of climate change, the need to attract and retain the most talented and committed individuals is critical in order to deliver impactful conservation programmes. We recognise the difficulties you face when selecting leaders to develop your organisation's conservation efforts, with remote and sometimes unstable working conditions posing challenges to effective recruitment.

We understand your need to efficiently engage senior leaders to immediately address conservation objectives, whilst nurturing local

talent to build future regional talent capacity. With our extensive network of conservation professionals and employment of the latest search and selection tools, we are equipped to identify and present the most relevant professionals for your requirements.

Unsustainable use of fossil fuels and overexploitation of the earth's natural resources has led to climate-warming gases being emitted at a rate that is too high for people to mitigate even if fossil fuel consumption were to cease immediately. Paired with a world population that continues to multiply (the United Nations predicts that it will reach nearly 11 billion by 2100), it is unsurprising that the effects of human impact on the earth are becoming increasingly visible.

We are experiencing an accelerated loss of biodiversity, increased levels of deforestation and

desertification, and a weakening of the oceans' ability to absorb excess carbon dioxide. Scientists agree that if we do not drastically reduce greenhouse gas emissions within the next ten years, there will be catastrophic consequences for the planet and humanity.

Conservation is taking a multi-faceted approach to tackling these threats. In order to meet the Sustainable Development Goals set out by the United Nations General Assembly by 2030, there has been an increasing demand for partnerships between key players in the conservation, public, and private sectors. As a result, Millar Cameron has experienced an increasing demand for individuals skilled at engaging with pressing issues such as food security, changes to how we generate power, and policymaking, in a way that clearly benefits urgent conservation priorities.

Global demand for resources to be unsustainably consumed is lucrative and immediately rewarding for developing economies. Conservation organisations struggle to engage policymakers and the private sector in preserving and protecting natural resources when there is a lack of incentive to do so. We have built an extensive network of talented and passionate individuals within conservation who are committed to acting on matters such as this.

As conservation efforts become increasingly urgent and widespread, the need for the right individuals to engage and lead is crucial. Our conservation team is dedicated to identifying the individuals that are going to carve out these urgent changes in humanity's response to climate change and are enthusiastic about developing regional talent in areas where conserving ecosystems would be most impactful.



# HOW WE CAN HELP



Our clients are considered our partners and a key element of our approach to each recruitment mandate is to take the time to gain a detailed understanding of your specific requirements, in order to develop a bespoke search strategy that is tailored to your recruitment brief. Having developed an in-depth knowledge of the wide-ranging issues pertaining to conservation, along with an extensive network of senior professionals devoted to tackling them, Millar Cameron is expertly positioned to advise on matters such as diversity and inclusion goals, talent capacity and compensation.



# FIVE STEPS TO *RECRUITMENT SUCCESS*

*Our executive search strategy follows a five-step approach that is tailored to your organisation's requirements:*

## *Define*

We discuss all aspects of the role with you, including the capabilities, background, culture and competencies of the desired professional. This allows us to determine the search priorities and parameters, and the criteria against which candidates will be measured.

## *Develop*

We work with you to develop a bespoke outreach strategy that covers specific companies, industries and geographies that you want to target. We employ a combination of search methods, including research, direct headhunting, referrals and our established networks to identify a comprehensive longlist.

## *Engage*

We conduct competency-based interviews that are tailored to the role to thoroughly assess each candidate's fit against your requirements. We ensure that all aspects discussed during the define stage are covered during interviews, before collating the shortlist.

## *Present*

We present you with a pack comprising of a personal profile, interview notes, compensation information, and a detailed curriculum vitae, for each candidate that is shortlisted. We discuss reasons for shortlisting candidates with you and remain involved throughout the selection process, preparing and debriefing candidates after each step.

## *Close*

We conduct detailed reference reports on the selected candidate, and we can also provide background checks and psychometric testing, where necessary. We support you throughout the negotiation process to ensure a successful outcome.



# WE LEAD *FROM THE FRONT*

Our team is passionate about identifying the individuals whose expertise and experience will enable your organisation to enhance conservation in Africa. Our market knowledge and established regional network allow us to add value to your search.



Tom Jeffes, Senior Partner

*“The organisations we partner with are running many of the world’s most worthy and impactful initiatives. They bring considerable value change to society and our planet. Being able to find professionals that are committed to delivering this is a privilege.”*



Shelmith Mwangi, Senior Consultant

*“I love being the link between people who really care about protecting the environment and the job opportunities our clients offer to help them make a difference in conservation. These connections are what keep our natural world safe and ensure a future of sustainability and responsible care.”*

Through the importance we consistently place on finding the right people, our passion for the sector, and the persistence we demonstrate during searches, Millar Cameron is the ideal partner to enable you to achieve your recruitment objectives.



# ADDITIONAL *SOLUTIONS*



## *Board Services*

Since our inception in 2007, we have partnered with many leading organisations in African countries. Our extensive network of board professionals allows us to engage with individuals whose experience is specialist and highly sought after, bringing fresh insights, complementary skills and diverse experience to your top table.

## *Succession Planning*

Forward planning is vital. We enable you to prepare for the future by identifying the existing senior leaders with the most potential within your organisation, as well as keeping our finger on the pulse of changes in the market that might determine leadership succession.

## *Talent Mapping*

We offer a talent mapping service to assist you in identifying the development potential of individuals within your organisation. Where talent gaps are identified, we partner with you to develop a strategy that both attracts and retains talented professionals. We also undertake salary benchmarking activities for key roles in your organisation to ensure a competitive remuneration package for employees.

## *Equality, Diversity and Inclusion*

We are committed to representing and advocating the best talent, irrespective of race, gender, disability, or sexual orientation. We work closely with our clients to formulate non-discriminatory role descriptions and search strategies that utilise multi-faceted channels, in order to attract top talent from the widest possible pool of candidates.

## *Our Other Sectors*

We have dedicated sector teams with the practical experience, insights and connections needed to deliver outstanding executive search and recruitment solutions in other highly successful and growing sectors that are fuelling Africa's economies. These include:

- Agribusiness
- Power and Infrastructure
- Technology, Media and Telecomms
- Financial and Professional services
- Consumer
- Private Equity
- Industrial





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millarcameron.com  
info@millarcameron.com

Nairobi: +254 20 503 8450  
Johannesburg: +27 11 035 7470  
Cape Town: +27 8241 48292  
London: +44 2038 000 250  
Oxford: +44 1865 657060