

# Search Process - Overview



AMERICAS ASIA PACIFIC EMEA

Our process for a genuinely thorough and global executive search encompasses four key stages, each with a distinct outcome.

These include:

**Stage 1:** Briefings and consultations with key stakeholders, resulting in a position profile, appointment details booklet and advertisement;

**Stages 2:** A candidate generation phase of proactive outreach to sources of information, prospective candidates and candidates applying directly through the public advertisement, culminating in a Longlist Review Meeting with the Selection Committee;

**Stages 3:** Perrett Laver assessment interviews of Longlisted candidates followed by a Shortlist Review Meeting with the Selection Committee;

**Stages 4:** The NSCAD interview process and formal referencing concluding with a decision and negotiations with the successful candidate.