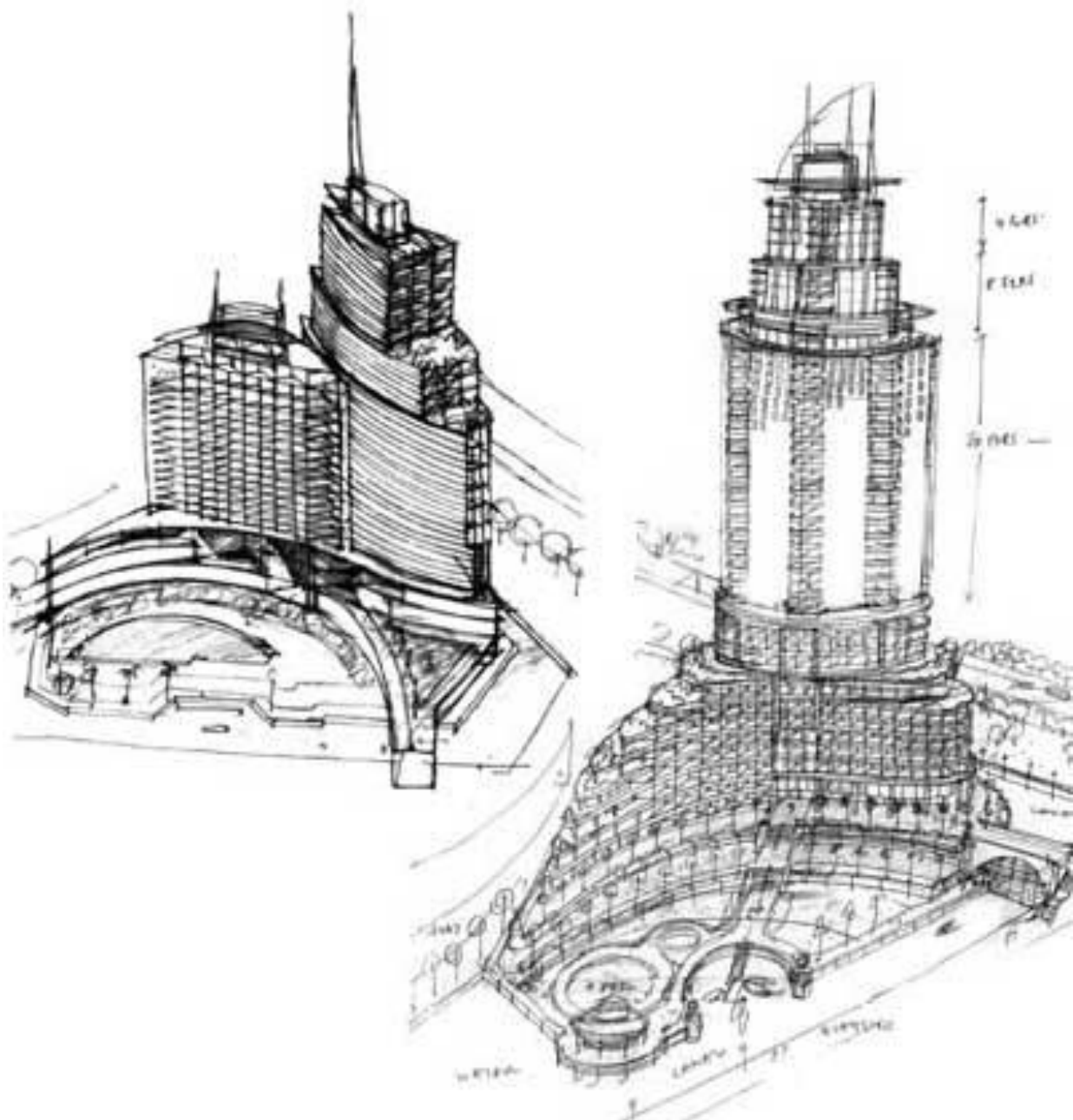


BCI EXECUTIVE SEARCH



Building the Future

Our Purpose

To make a positive difference to our clients, candidates and colleagues.

We assist our clients to achieve their business goals by hiring the right people.

We help the best industry leaders to fully maximize their career potential.

Our Mission

To be the leading international Executive Search partner for ambitious organisations who are committed to making a difference, enabling them to achieve their objectives through our commitment to delivering exceptional results with best in class service.



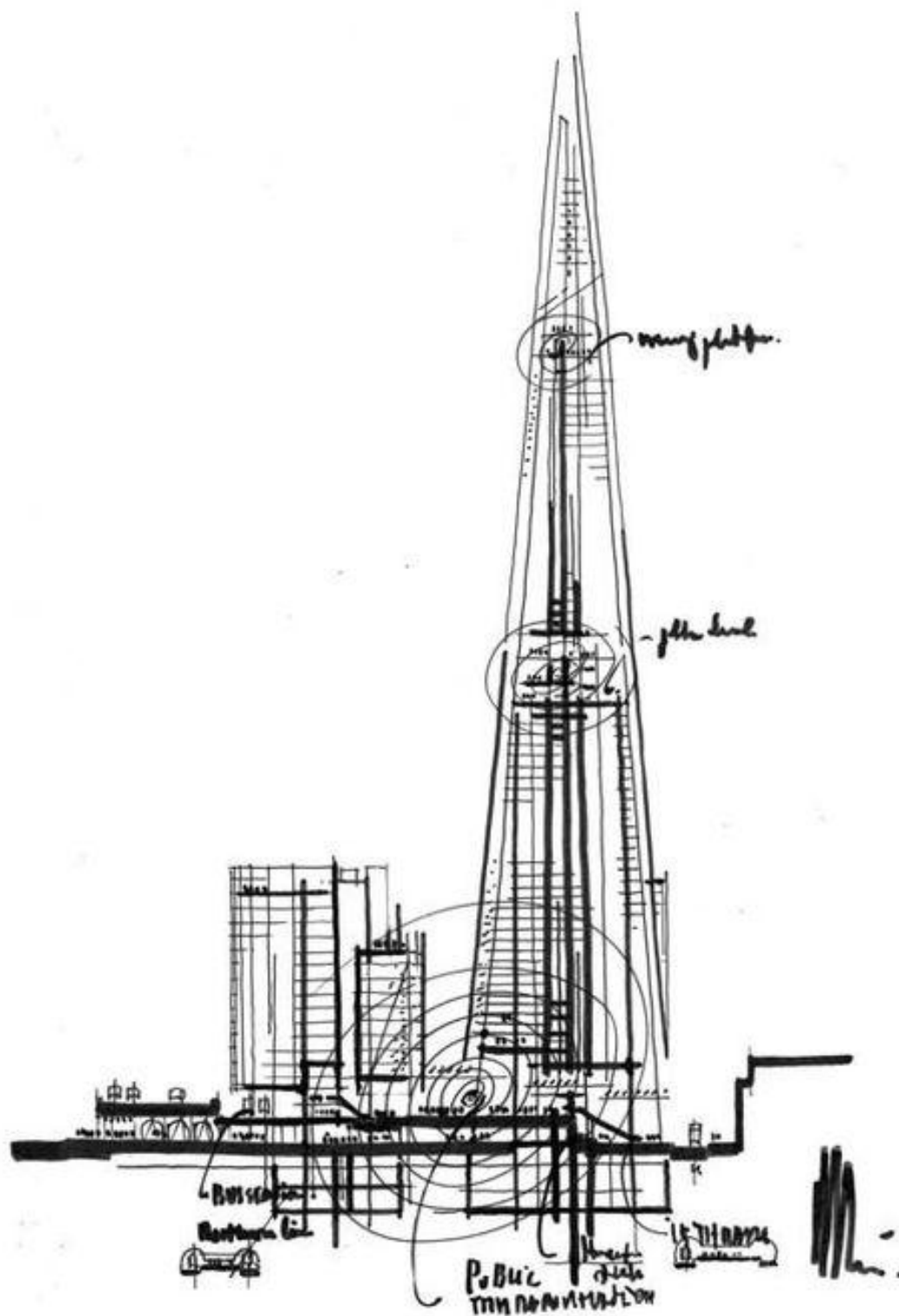
Our History

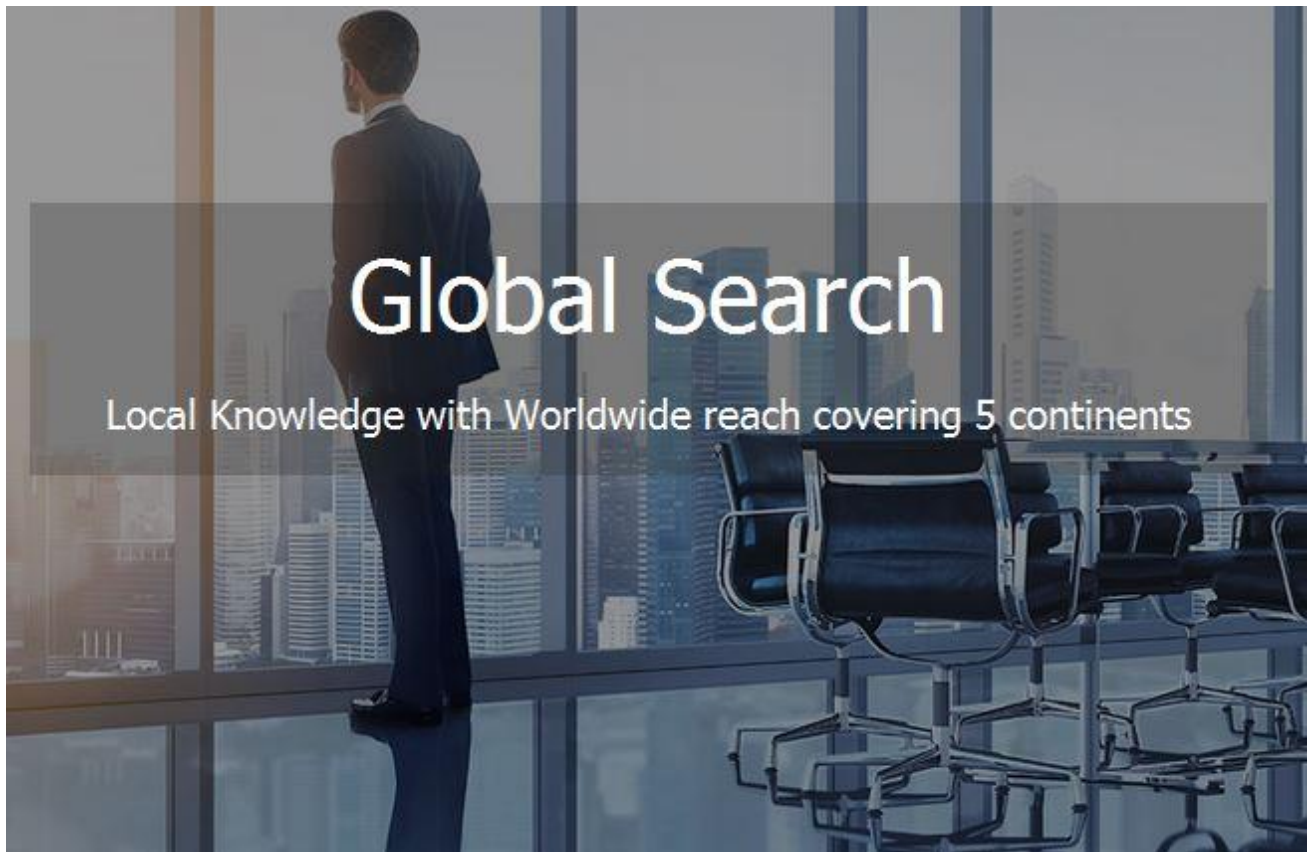
BCI Executive Search is the search division of BuildConsult International, established in Dubai in 2006 and now one of the regions' leading Executive Search & Recruitment firms. We specialise in all aspects of the built environment involved with major building, civil engineering and infrastructure projects from the concept stages, financing, delivery and operations.

Our area of expertise is recruiting for multi-billion dollar developments and major building & infrastructure projects covering all disciplines from inception through to handover, covering the recruitment of C-level, Non-Executives, executive management and highly technical or specialised positions in the Construction, Real Estate and Finance industries relating to the built environment.

To date and over the last 12 years in the Middle East we have been fortunate enough to have worked on some of the region's most iconic developments and major projects for the leading developers, international 1st tier contractors, global consultants and financial institutions.







Executive Search

What is Executive Search, when should it be used and what are the advantages versus contingent recruitment?

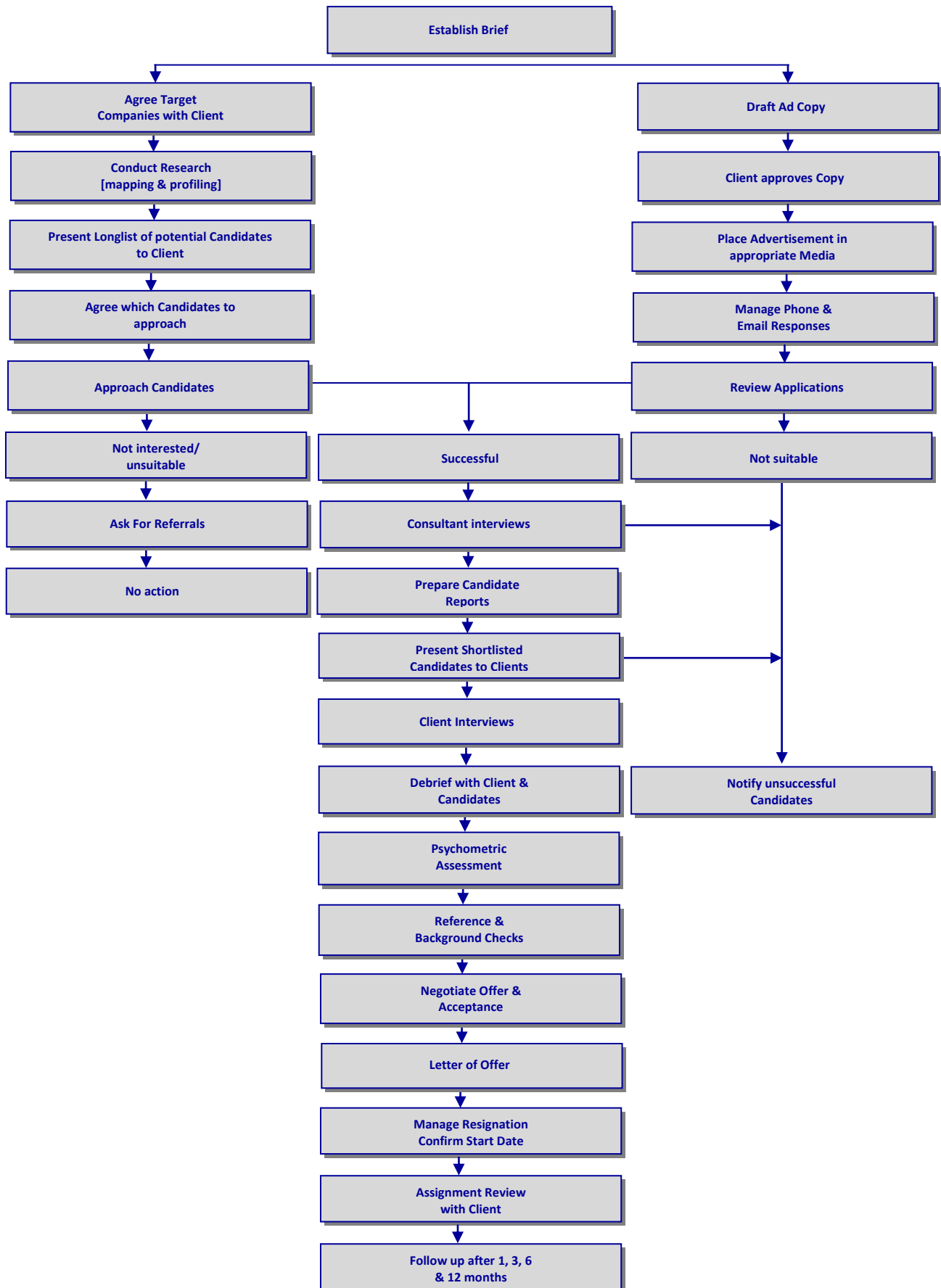
Executive Search is primarily utilised for the recruitment of confidential C-level and Non-Executive appointments which require third party representation or where there is a requirement for the appointment of highly specialised individuals with a specific technical ability and experience in a particular industry.

The advantages of using Executive Search for these appointments is that after a comprehensive brief is taken, a full international search is undertaken to target certain individuals who may or may not be looking for their next career move and who have the required experience and capability in a particular industry to fulfill the required position.

As part of the brief, a dedicated timeframe is outlined for the appointment of a particular hire along with the down payment of a retainer fee which ensures that both sides are contractually committed to ensure the successful recruitment of the required appointee.

In addition, other advantages of partnering in this way include the gathering of market intelligence and undertaking a comprehensive market mapping exercise.

Executive Search Process



Our Expertise

With over 45 years' of combined international executive search experience with the last 12 years based in Dubai, U.A.E, we have been responsible for the hiring of numerous high profile executives in the Construction, Real Estate and Finance industries within the Middle East region and further afield.

Highly regarded and well connected in our industries with in-depth knowledge of these sectors with respect to the international companies, regional organisations, government entities and the projects that they have been responsible for or involved with, we are able to offer a comprehensive strategic partnering opportunity to ensure your organisation exceeds their expectations in hiring the right executives and senior technical staff.

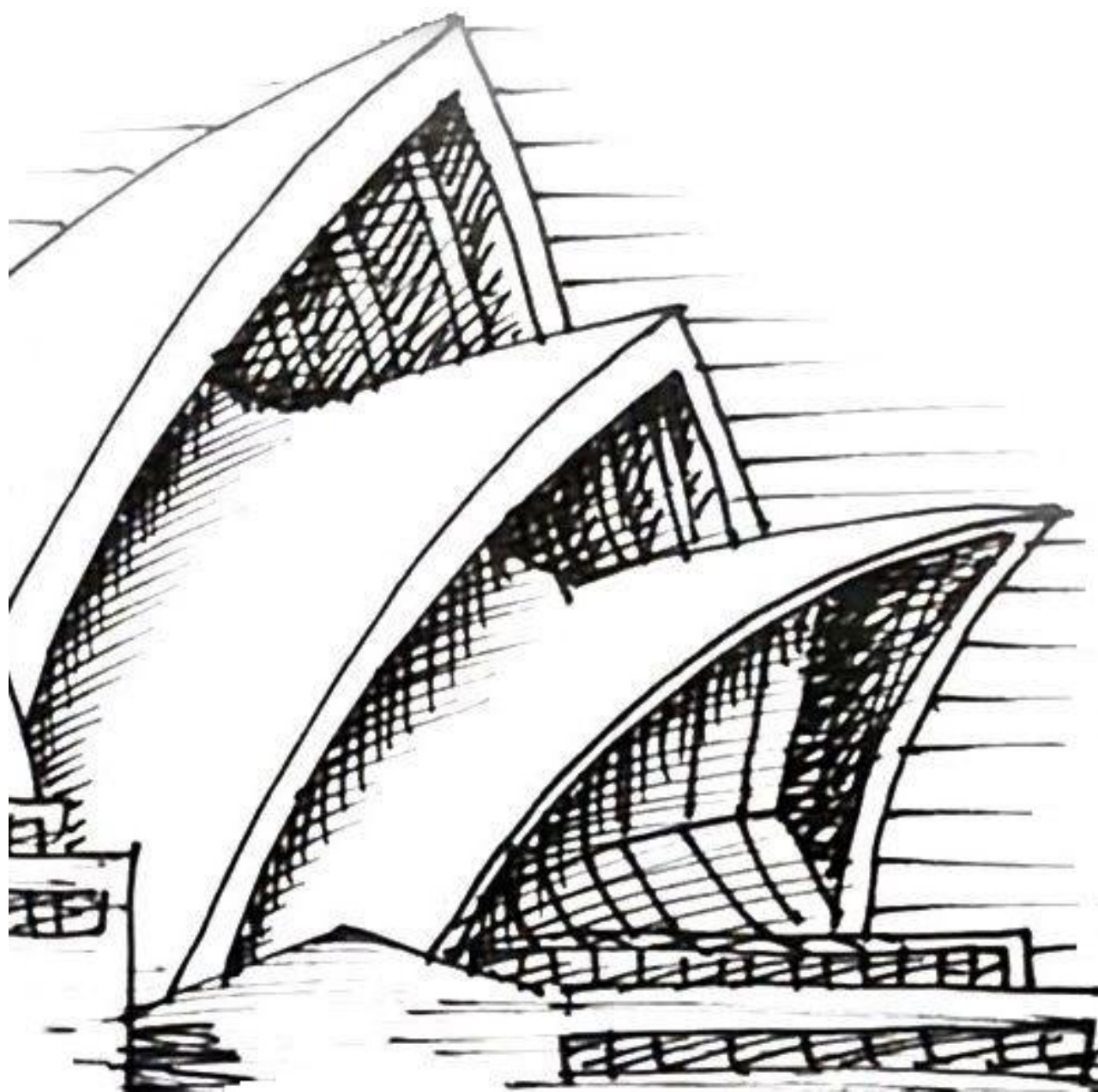
Due to our presence in our dedicated markets along with our international market intelligence and long term relationships with key industry leaders, we are able to offer more than the generic executive search firms.

Our clients over the years have included publically listed international & regional 1st tier contractors, privately held construction groups, regional government and semi-government developers, international consultants and leading financial institutions.



Industry Expertise

Market insights and intelligence for fast-changing talent requirements.



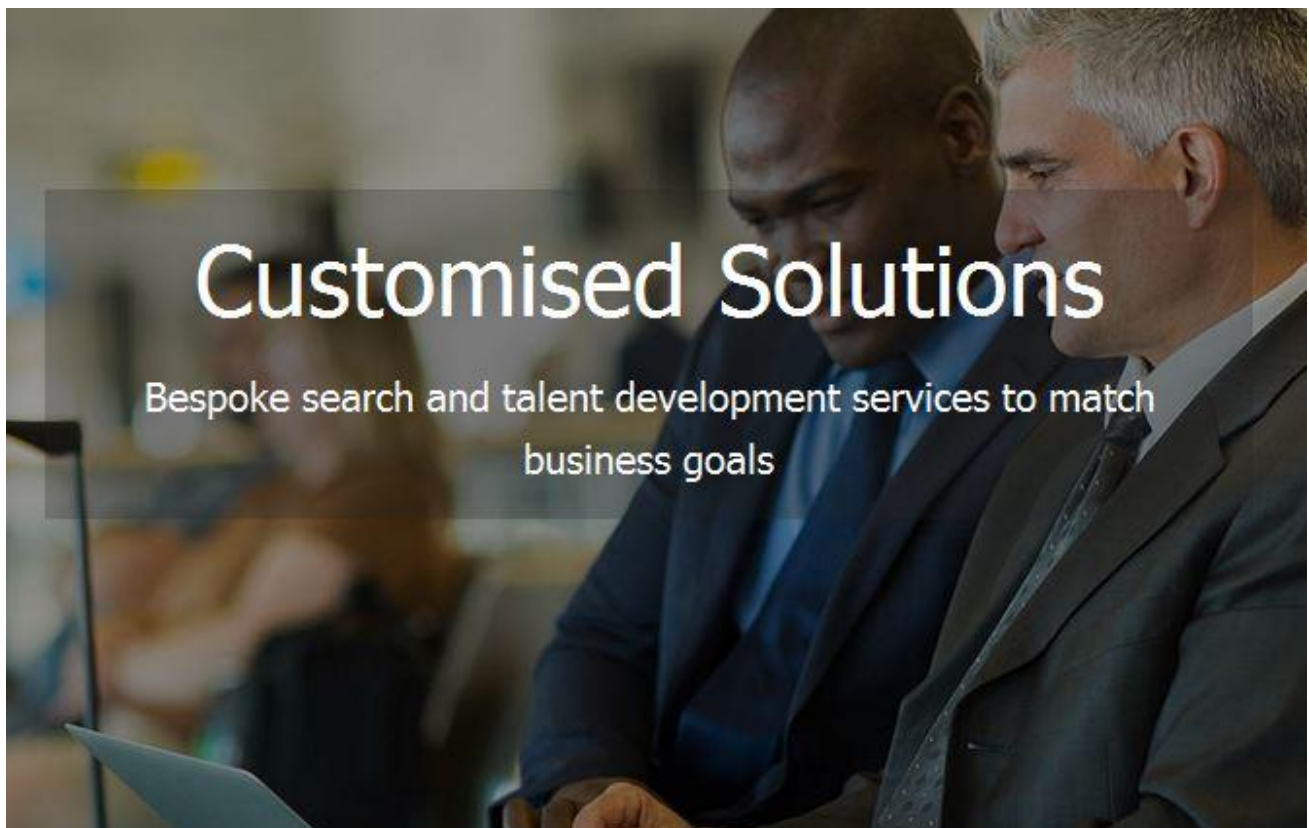
Our Differential

The difference we offer our clients apart from our comprehensive market knowledge and connections is an in-depth understanding of the culture and nationalities living & working in the Middle East along with the idiosyncrasies of carrying out business across the region.

Our differential compared to the dominant 'big 5' executive search firms is that our clients are our strategic partners and not just another client. We are able to offer a more personable, bespoke service which ensures a faster and more effective executive hire along with flexible pricing solutions to suit our client's requirements.

To date, we have a 92% success rate with regards to our Executive Search assignments where the industry average is 65%. We have delivered on time with the support of our experienced Research Manager and talented Researchers with extensive industry knowledge covering the Construction, Real Estate and Financial markets.

All our Executive Search assignments are project managed by a dedicated partner where we carry out the full assignment from the initial brief through to the successful appointment and follow up reports over the next 12 months ensuring the appointee has settled into their new position.



Our Partners

Mark Pennington – Managing Partner

With over 18 years' of international executive search experience focused on the Construction & Real Estate industries, Mark has been responsible for a number of key appointments within the Middle East region and further afield which have included CEOs, CFOs, COOs, Managing Directors, Regional Directors, Regional Commercial Directors, HSEQ Directors, Chief Development Officers, Development Directors, General Managers and other senior staff & technical appointments where they have been involved with major building and infrastructure projects.



Along with being a Partner with BCI Executive Search, Mark is also the Managing Director of BuildConsult International and a Director of Pennell Hart, a highly regarded executive search firm in the legal industry.

Mark has lived in Dubai since 2005 and prior to moving to the region, he worked in Sydney and London for leading international recruitment firms. Due to his father's work as a Civil Engineer, he has lived extensively across Africa and the Middle East.

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Jack Michelin – Partner

A senior level recruitment professional with an industry related background in Quantity Surveying, Jack's longstanding regional presence and niche market expertise has enabled him to establish and maintain key strategic relationships with an array of leading organisations across the Gulf, including Tier 1 Developers, Local & Multi-National Conglomerates, Government Institutions, Asset & Property Managers, Investment Trusts (REITs), Main Contractors, PMC's and Architectural & Engineering Practices.



Jack specialises in delivering C and C-1 level retained search assignments having overseen a number of key appointments in the region including CEO, CFO, CCO, CIO, CDO and VP HR. Additionally, he has put together project teams for several of the region's most prestigious and iconic flagship developments, including residential communities, mixed-use, mega malls, high-rise towers, stadiums, hotels, schools, universities, transportation links, hospitals and international airports. Jack's transparent, honest and highly consultative approach tied with first class communication skills and market expertise enables him to build long lasting relationships, which in turn provide the foundations for attracting the industry's leading talent on behalf of his clients.

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Our Contact Details

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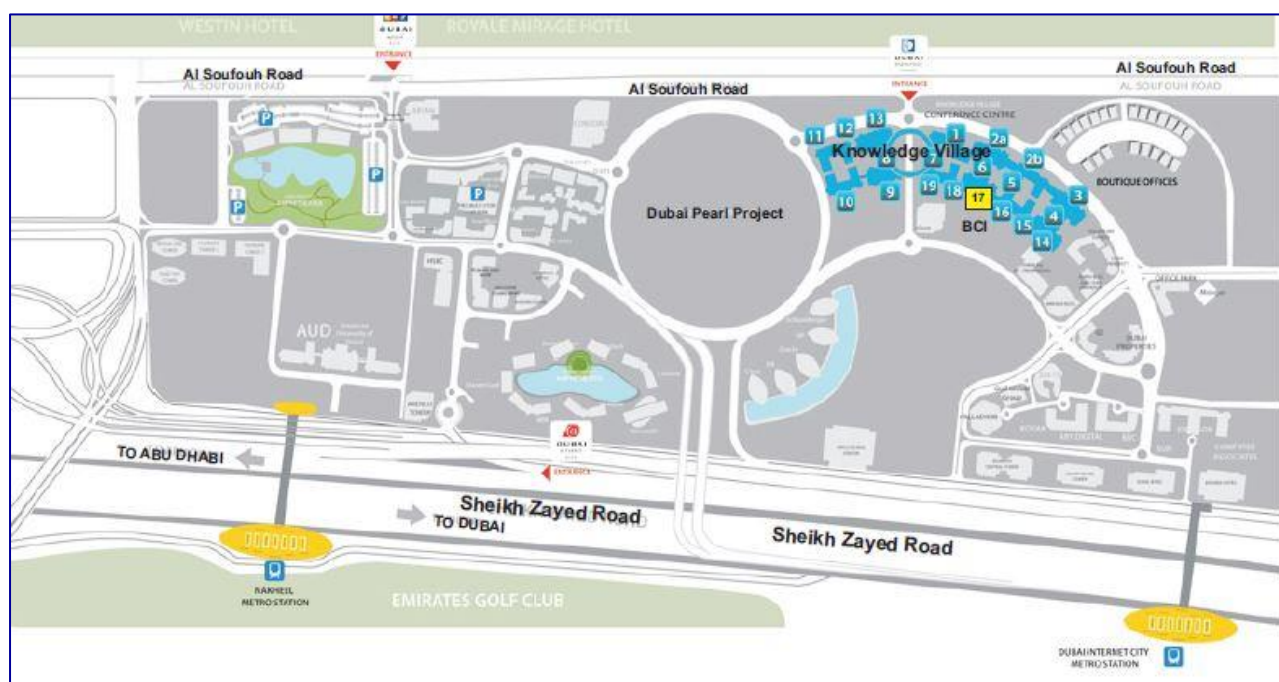
For all enquiries or to request an initial meeting, please contact either;

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Built on Referrals

