

Knowledge and Networking

Networking, cultural awareness and close relationships are key to success for Standard Chartered Bank and Carmichael Fisher in West Africa.



“Carmichael Fisher understand our culture”

Carmichael fisher

Executive Search

Carmichael Fisher specialises in providing executive search services to international organisations around the world. Its offices in Europe, the Middle East, Asia and Australia, work in collaboration and this collective experience in cross-border search and assessment is complimented by a deep knowledge and networks in the major industry sectors.

Financial Services

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Knowledge and networking

“Paul at Carmichael Fisher understands our culture so well that if he recommends that I see someone, I always do and I'm never disappointed,” claims Emma Duncombe, Resourcing Specialist, at Standard Chartered Bank.

Carmichael Fisher has recruited for a range of senior roles at Standard Chartered Bank across challenging African markets. Emma Duncombe is clear about her requirements: “Obviously, African experience is important, but we also need to persuade potential candidates that the Bank would be a good place for their career. Research is absolutely critical and Carmichael Fisher has shown me time and again that they can penetrate these markets very well indeed.”

Duncombe believes that one reason for Carmichael Fisher's success when it comes to sourcing candidates is its networking: “They know the key talent in the market and by the time I speak to the candidate, Carmichael Fisher has not only spoken to them several times they have also referenced them with others to get a true picture of their abilities and fit.”

Cultural fit and persistence

Carmichael Fisher's knowledge of candidates is matched by a deep understanding of Standard Chartered Bank's culture. “We look for people who match our values and principles, who are self aware, open, have an international perspective and are passionate about emerging markets. Understanding our culture really helps Carmichael Fisher source the right candidates first time.”

Duncombe has also appreciated Carmichael Fisher's patience and persistence in getting the job done: “The process to hire can be quite slow in Africa. It can take up to six months to get an expat work permit in some markets, and Carmichael Fisher is great at managing the candidate through that process. “They meet with them and keep me informed throughout of how the candidate is feeling. Not only that, but once the candidate has joined, they remain in touch with them to ensure that everything is going well.”

Trusted advisor

Duncombe has a background in executive search herself, and admits that she's not an easy client: “The level of service I get from Carmichael Fisher is consistently high. I trust them as an advisor and value their expertise. Who else could find us an outstanding Dutch candidate, working in Rwanda, for a post in Botswana?”

Carmichael Fisher continues to work on briefs for Standard Chartered Bank using its extensive knowledge of the markets to find the right talent for the right positions.