


executivesolutions
interactive guide to services, 2017

A person in a blue suit is pointing their right index finger directly at the viewer. The background is a hazy city skyline at sunset or sunrise, with warm orange and yellow light. The person's arm and hand are in the foreground, slightly out of focus, while the city is in the background.

*Keeping our
promises
and so much
more...*



Who are we?



Executive Solutions is your trusted talent solutions partner, headquartered in Dubai, specialising in direct, tailored and HR talent solutions, along with Nationalisation initiatives throughout the Middle East. With a partnership approach and driven by a unique philosophy of what is closest to our hearts – fully meeting our clients' needs, we incorporate innovation and comprehensive talent management solutions, each tailored to our clients' requirements. When we find the right solution for you, we subsequently, free up valuable time that can be spent on focusing on your core business demands, all of which is delivered in a clear concise fashion.

We benefit from nearly a decade of serving government, semi-government and private sector businesses and we have successfully partnered with over 500 clients to date. With an international team of more than 35 dynamic professionals, who speak multiple languages, we pride ourselves in providing our clients with knowledge on how to best fulfil their recruitment and HR needs.

At Executive Solutions, we do more than just conventional 'contingency' recruitment, with our entire work methodology being based on a cohesive process. We are experts in interacting between employers and would be talent and as a result. We know what makes people work. Prior to discovering talent, we take the time to understand and learn the company's corporate culture, thus ensuring a comprehensive match.


We work in partnership with our clients, not only to provide the best solution but also to significantly reduce outsourced recruitment costs, help raise your company profile and provide a higher degree of control over your recruitment activities.

Put simply, we act differently from the pack and are here to advise / deliver the best solutions for your business needs.

Suite of Services



Our sourcing models



Our international team of resource analysts are made up of multi-lingual, multi-regional experts, thus assuring maximum efficiency on each end every search assignment.

Vision

Fundamentally, we're here to do one thing: to improve our clients' business by finding, focusing and delivering the most talented people – key strategic individuals, who have a truly powerful effect on driving the business forward and who have a tangible impact on growth and prosperity.

Mission

To be the talent solutions consultancy of choice for businesses across the Middle East. Through a trusted partnership approach, we're able to utilise the best people, processes and technology available, to effectively manage the entire recruitment process, or part of it – from workforce planning, through sourcing to interviewing, selection, hiring and onboarding.



We listen,
We act,
We deliver
Simple



Solutions

Direct Talent Solutions

- Executive Search
- Contingency Recruitment

Tailored Talent Solutions

- Recruitment Process Outsourcing
- Contingent Project Solutions
- Master Vendor Solutions
- Managed Recruitment Campaigns
- HR Governance

HR Talent Solutions

- Training & Development
- Compensation & Benefits
- HR Partnership
- HR Strategy

Nationalisation

- Mawaheb Initiative
- Nationalisation Strategy



Solutions



Direct Talent Solutions:

Our Direct Talent Solutions include:

- **Executive Search** - Our experienced consultants search for talent globally on your behalf. This approach ensures we provide you with pre-qualified, premium candidates for senior, executive, or other highly specialised positions.
- **Contingency Recruitment** - Finding the right talent every time. On behalf of your specific needs, our experienced Consultant's search, screen and source suitable candidates, matching the exact requirements of your given requirement.

Tailored Talent Solutions

Our Tailored Talent Solutions are customised models specially designed to meet your individual and ever-changing needs, with services including:

- **Recruitment Process Outsourcing** – Placing our team at the heart of your business.
- **Contingency Project Solutions** - Finding the right talent for your volume recruitment needs.
- **Master Vendor Solution** - Sourcing talent from across the globe via 70 screened agencies.
- **Managed Recruitment Campaigns** – Local/international recruitment campaigns, organised by our team to bring the right talent to you.
- **HR Governance** – Assisting in the evolution of healthy HR practices throughout an organisation. HR Governance Services include; Policies & Procedures, Labour Law, Legislation in HR, Disputes & Grievances etc.



Discovering talent is so much more than matching a CV to a vacancy - It's about understanding a company's corporate culture and ensuring a comprehensive match.

Solutions



HR Talent Solutions

Training & Development - Identifying training requirements, designing competency-based training, cascading workshops and learning interventions.

Compensation & Benefits- Designing salary scales comparative studies, cost-cutting strategies and generating various compensation and benefits solutions for any organisation.

HR Partnership - A more comprehensive solution to your general HR needs, such as onboarding & induction, retirements, employee relations, etc.

HR Strategy – Consulting imperative strategies to the success of HR management within an organisation such as; road mapping, manpower planning, change management etc.





Nationalisation

With a current network of over 50,000 nationals, we are ideally positioned to find the right talent to support your organisation's Nationalisation drive. Our Nationalisation Solutions are available across all of our services.

Mawaheb Initiative – Mawaheb Arabic for "talent" is geared to creating a talent pool of UAE Nationals (Fresh Graduates & Middle Management).

Nationalisation Strategy - Shaping the strategy for attracting and retaining nationals designed as per your company's nationalisation requirements.

Sectors



An in-depth understanding of the sectors our clients work in is instrumental for any assignment's success. Our aim is to find, focus and deliver the most talented people who can contribute to the growth and prosperity of your business. Whether you are a government, semi-government or private entity, we remain excited to provide our clients with professionals of various backgrounds, who are experts in the sectors we serve.



Geographies



sourced
candidates



1-Europe

5-Central Asia

2-South America

6-CIS

3-Asia Pacific

7-North America

4-Sub Saharan Africa

8-North Africa

Clients



1-UAE

5-Bahrain

2-KSA

6-Oman

3-Kuwait

7-Lebanon

4-Qatar

8-Jordan

Leaders



James Watfa

Managing Director

James Watfa is the founder and Managing Director of Executive Solutions, a leading MENA talent solutions consultancy, which services government, semi-government and private sector businesses.

With over 17 years of experience in both local, international recruitment and managed services, James leads the overall strategic direction including operational growth, integration of new business models to support major market transitions and elevating team performance through innovative leadership.

Prior to founding Executive Solutions in 2007, James spent the majority of his career with an international recruitment firm. He held various roles , initially focused on IT recruitment in the UK and moved to Dubai in 2005 to establish the GCC operations. With an outstanding record in recruitment and passion to do more, James truly believes that no challenge, or idea is too big or too small and instils the same belief to his team.

James holds a BA (Hons) Degree in Business Administration from Liverpool John Moores University.

Leaders



John Fitzpatrick

Director

John Fitzpatrick has most recently spent 9 years within the Middle East region and some 10 years prior to that in the United Kingdom, John comes to Executive Solutions with a diverse portfolio of experience, surrounding and not limited to the Engineering, Built, Rail & Transportation, Retail, Energy, Finance, Real Estate & Hospitality sectors.

He has first-hand leadership experience within global recruitment and boutique/specialist organisations and holds unparalleled expertise across the Contingent Staffing, Recruitment Process Outsourcing, Managed Solutions and Master Vendor space. Within our business, John is tasked to manage full lifecycle delivery across all business divisions and efficiently acts as a senior point of contact for new business opportunities and existing client management.

Given John's depth and diversity of experience, he is well positioned to effectively direct local, global recruitment campaigns and is equally proficient in the delivery of more bespoke/mid to senior level appointments. John is also a senior member of the organisation's learning and development committee and feels regular coaching and training assists heavily in meeting clients expectations.

Leaders



Julie Johnson

Project Director

Julie Johnson is the Tailored Talent Solutions Project Director of Executive Solutions. A seasoned professional, who thrives in stressful situations and has a competitiveness matched by no other. Julie is no stranger to delivering solutions to her clients.

Having joined the team in 2010, Julie leads and manages the Projects Division team, responsible for the outsourcing of short-term volume recruitment, including; rapid growth projects, special projects, overseas campaigns and the recruitment of UAE Nationals. Initially focused on managing and executing existing projects, Julie quickly moved into designing and implementing new projects with new clients in new sectors. Her industry experience includes aerospace and defence, automotive, construction, engineering, FMCG, hospitality, telecom and hospitality.

Driven by a passion to fully satisfying our clients, Julie takes into account all possible scenarios before making a decision i.e. how it will impact the team, client and overall success of the project. This emotional intelligence has made her the ideal person to create & deliver Executive Solutions Projects. Julie studied Hotel Management at M.L Sultan Technikon Hotel School, South Africa and is currently doing her degree in Bachelors of Commerce in Human Resource at the University of South Africa.

Leaders




Wiaam Shihab Ghanem

General Manager

Wiaam Shihab Ghanem is the General Manager of Executive Solutions. With over 18 years of experience in providing consultancy services to a broad spectrum of clients across the Middle East, Wiaam's professional experiences include: talent acquisition, training and development, assessor of psychometric tests, lecturer, HR management, advisory services, implementation of leadership programs, and most notably, extensive expertise in conceptualising and executing of Emiratisation campaigns and initiatives.

She also holds an enviable selection of qualifications such as: approved trainer and lecturer at UAE University, assessor for various psychometric tests, certified personality profiler by IPHTN (the Arabian and American Academies), ISO Lead Auditor, certified UNESCO Trainer of Entrepreneurs, lead assessor for the Sharjah Economic Excellence Awards and member of the Canadian Chartered Institute of Business Administrators.

Wiaam holds a Bachelor's degree in Education from United Arab Emirates University in Al Ain, Master's degree in International Business from the University of Wollongong in Dubai, Post Graduate diploma in Human Resource Management in addition to a management program from Harvard Business School – Managing Strategically, Leading for Results.



“We have a genuine appreciation for our clients’ needs and only commence with a search when we have a full and clear understanding of the requirement”

James Watfa
Managing Director

Some of our clients...





Executive Solutions, Grosvenor Business Tower, Barsha Heights, P.O. Box 115252, Dubai, UAE, info@executivesolutionsme.com