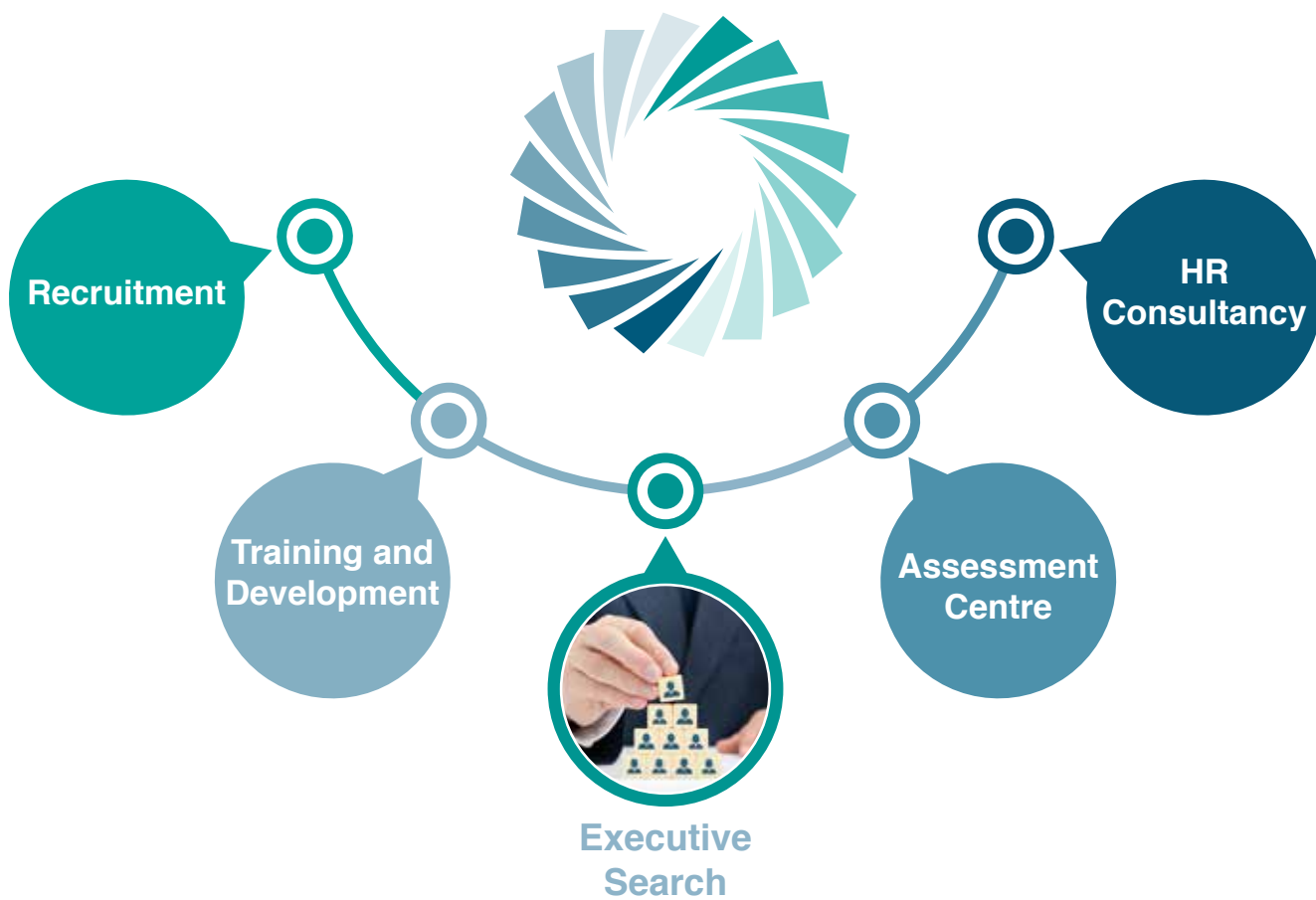




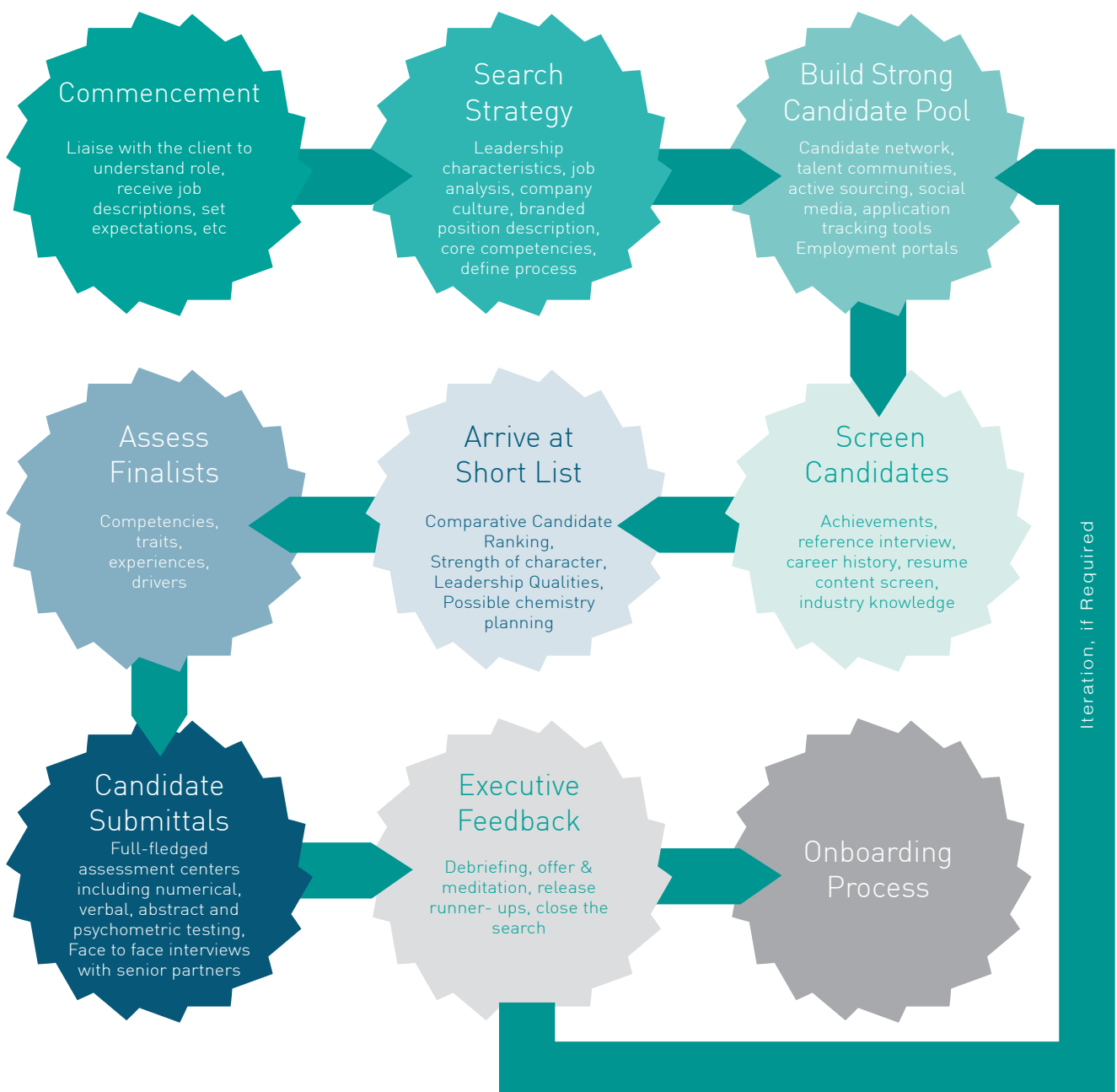
# Executive Search Proposal

# Competence HR Overview



# How we get it done...

Our aim is to take away the burden of the search from the client, suggesting only suitable candidates for review. This is a focused approach where we contact individuals who may not even be considering a change of position, with a view to producing a short list of candidates for the client's consideration. To identify possible candidates, we utilize all the usual search methods e.g. Recruitment Portals, our website job page, Linked in, our extensive database, but more importantly, we utilize our network both within Oman and abroad. We also approach organizations where we know people will be working in similar positions and identify if they are suitable.



# Our work, at a glance

 United Engineering Services LLC	COO	 Haya Water	Head IT GFM GM HR	 الطيران العماني OMAN AIR	EVP HR SVP Audit VP Branding	 عمان كابلات OMAN CABLES	GM HR
 البريد العماني Oman Post	CEO	 GRAY SHIPPING COMPANY	CEO Senior Analyst	 شركة التوزيع العماني Oman Socon	CEO	 Sultanate of Oman Ministry of Transport & Communications	CEO (Oman Broadband Co)
 مواصلات MWASALAT	CEO	 Electricity Holding Company S.A.O.C.	Group Communications Director	 ميناء صلالة Port of Salalah	GM HR	 ميناء صلالة Port of Salalah	CEO

## Advertising Option

Advertisements can be placed to further reach the market. Should the client wish for advertising, we can assist in the drafting and placement of any advert through our PR and Media Agency. In the case where any advert is placed, the candidates will be required to send their CVs direct to Competence HR. An email address would be put in place to receive CVs for this specific position. All candidates will receive notification that their application has been received and will be included in the screening and short listing process as appropriate.

Cost of advertising is borne by the client.

## Requirements From The Client

We would require a job description and person specification if available. If not, we would discuss the position with the appropriate person in the client's company. In addition, if any potential candidates have been approached already by the client, their names need to be passed to us. Further, if anyone is not to be considered for the role, their names also needs to be passed to us. Any candidates the client wishes to included in the process, will be included. Details of the salary and package to be offered will need to be shared with us.

# Timescale

It is anticipated that this executive search assignment will take approximately one month, however, should advertising be required by the client then this may need to be extended to cover the closing date in the advert and to consider any applications against those identified by Competence HR search methods. The mandate timeframe may be extended if the activity falls over the summer holiday period, Christmas, Ramadan or Eid periods as many candidates are unavailable to interview at this time. This time is required to fully research the market to identify the possible candidates, to make initial contact and proceed to our interview stage, preparation of interview reports and to make recommendations to you.

	Week 1				Week 2				Week 3				Week 4			
Week 1																
Kick Off Meeting																
Internal Advertising on CHR website																
Sourcing for candidates																
Week 2																
Internal processing and filtration of candidates within CHR																
Creating a long list of candidates based on JD and ranking																
Week 3																
Suggesting the short list of candidates																
Putting the top 3 candidates through face to face interviews as well as psychometric assessments at CHR																
Week 4																
Processing the interview and final report for the top 3 candidates and presenting the report to the client board by end of 4th week																

# Consultants

The following search professionals will be at your service;



**Amer Al Fadhil**  
Managing Partner

An US educated Engineer, Amer has served in senior management positions for various multinationals such as Petroleum Development Oman (PDO), The Wave Muscat, and Damac Group. Serving in the Oil & Gas, IT, Investments, Property Development and now the HR industries has seen Amer broaden his horizons, network and international reach. This is evident from being highly successful in placing numerous CXO's for top Omani companies. In addition to being a regionally renowned speaker who appears at various conferences and seminars across the Middle East, Amer is also a recent graduate of the prestigious National CEO Program (NCP) sponsored by the Royal Court of Diwan for an elite select. A Certified Coach, Facilitator, and trainer, Amer has led several programmes for top management in various companies. Amer strongly supports nationalization by attracting and developing local talent.



**Kevin Alan Rees**  
Managing Partner

Kevin holds a MBA, BEng (Hons), BSc (Hons), Chartered Engineer (Ceng). He is a highly experienced and professional, who has held a number of strategic leadership appointments across Engineering and Training & Development functions. By nature, Kevin is extremely competent in dealing with complex and challenging situations. Kevin is also EASA (Approved) CRMT – Human Factors Instructor.



**Aarti Sikka**  
Recruitment Unit  
Head

With a degree in Economic and HR from USA as well as a recently completed CIPD Level 5, Aarti is a seasoned HR professional who has helped placing numerous CXOs in the country. She has in-depth knowledge and practice in various HR functions for over a decade and is highly skilled in the search and filtration process of senior candidates.