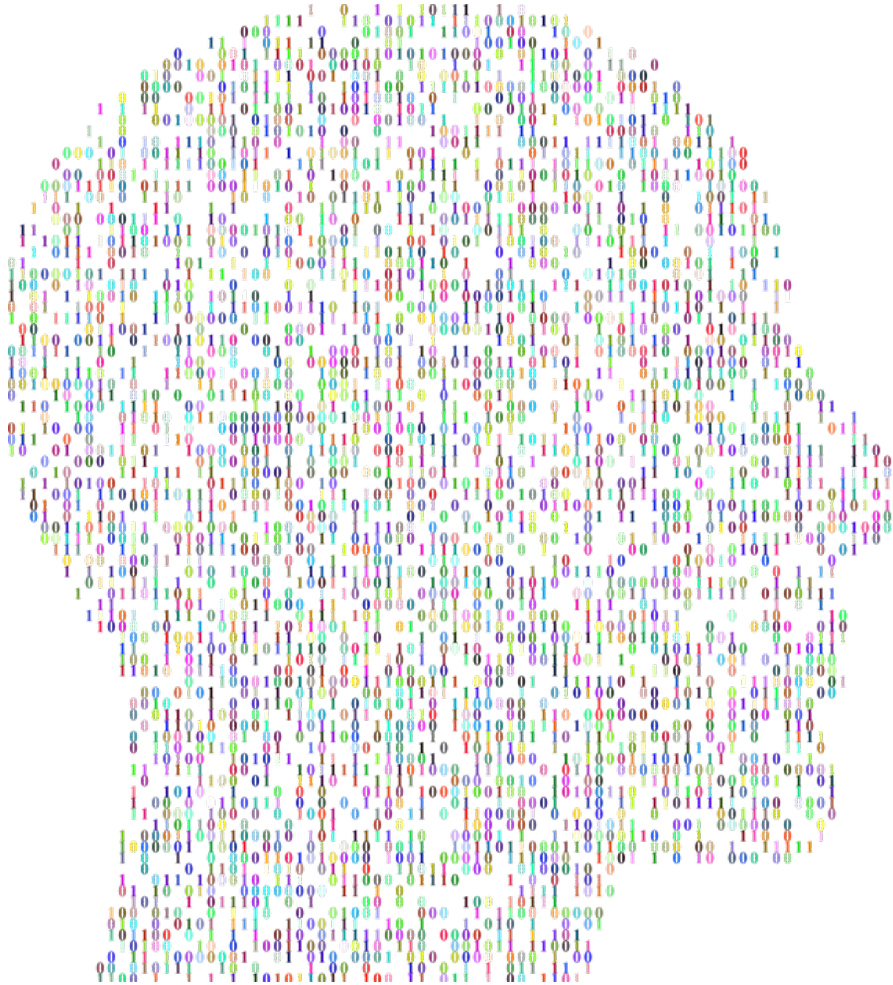




An Introduction to Jacobs|Scott



Consultants in Executive Search & Leadership Development



About Us

Jacobs|Scott is an integrated human resource consultancy. We provide executive search services in the sourcing, selection and placement of executives in all disciplines, and provide complementary consultancy services in candidate assessment, culture profiling, team building and leadership development.

Our Approach

Assess - Build - Sustain

Jacobs|Scott has taken a fundamentally different approach to executive search through a single-minded focus to enhance the organizational effectiveness of clients. We provide services that assess strategic growth, build teams and sustain value through customized leadership development. Our strategy is designed to:

- ✓ Provide a comprehensive *assessment* of a client's strategic growth needs, backed by discreet research and thorough analysis.
- ✓ *Build* dynamic teams through ensuring that talent integrates seamlessly through a correct strategic fit to the role and alignment to the broader organizational culture.
- ✓ *Sustain* the value of executive placements through customized on-boarding sessions for newly appointed hires and design tailored leadership development programs to enhance operational performance.

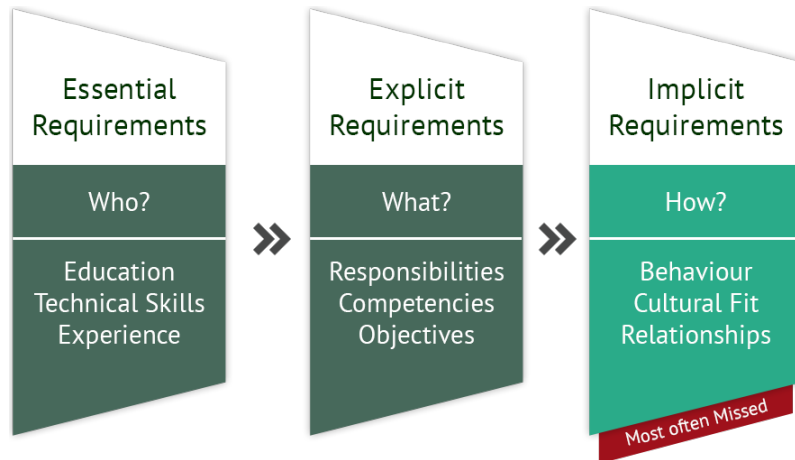
Professional Services

Jacobs|Scott upholds a dedication to the highest possible standards of client service excellence and deliver solutions that go far beyond matching skills and filling seats -

<i>Executive Search</i>	Our strategy is designed to source, target and select professionals whose background, skills and experience will enhance team performance. We rigorously analyze the nature of each client organization, its unique culture, business context and strategic market positioning.
<i>Candidate Assessment</i>	Our exacting evaluations have turned more than a few heads and surprised even the most insightful candidates. We assess current performance and future potential, summarize strengths, and provide detailed descriptions of areas for further probing. We also debrief and accept questions so that areas of concern are addressed.
<i>Cultural Alignment</i>	Most selection processes address matching the <i>who</i> and the <i>what</i> of an open position, but fail to address <i>how</i> the individual fits within the context of an existing team and within the broader organizational culture. To promote the most successful integration possible, we provide an on-boarding service in our service offering.
<i>Team Building</i>	We provide an extensive range of team building services to build potential, sharpen skills and increase client organizational effectiveness for the longer term.
<i>Leadership Development</i>	We align leadership vision & culture with the business strategy to identify leadership requirements and close gaps. Our programs cover best practices and key performance indicators for the building and deployment of a successful leadership strategy.

Why Appointments Fail

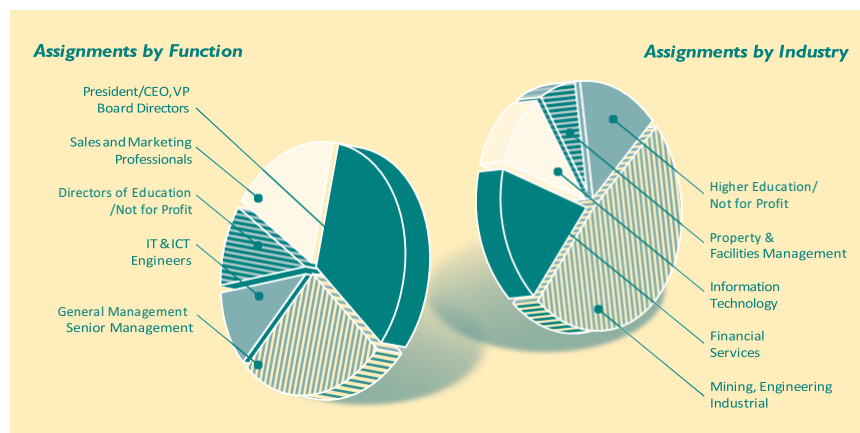
Hiring teams mostly focus on explicit competencies, personality characteristics and experience *but* fail to define expectations of behavior in the role - *how* the role mandate is to be fulfilled in the context of the culture of the team as a whole.



© Jacobs|Scott 2019

Our Experience

There are no *typical* Jacobs|Scott assignments. The consultancy has worked on a range of executive search assignments covering many industry sectors at both local and international levels. The summed total of our consultants' experience represents a broad base of experience and collective expertise:



Why Use Jacobs|Scott?

- ✓ *Align* newly appointed candidates to the team dynamic and broader organizational culture.
- ✓ *Sustain* the value of placements through on-going team building and leadership development.
- ✓ *Tap* the combination of advantages offered by over a century of combined expertise.
- ✓ *Reduce* the risk and cost of failed appointments and ensure longevity of placements.
- ✓ *Enhance* organizational effectiveness and benchmark against competitors.
- ✓ *Add* new dimensions by improving the team dynamic and fine-tuning it for success



Professional Fees

Jacobs|Scott's search fee is based upon a flat fee, which totals the estimated time it takes to fill a position, based upon the research time utilized to present a shortlist of the best available talent to fill the open position.

Ancillary fees for psychometric candidate assessment, team building services and leadership development programs are billed separately and are dependent on the range of services used. Prices for these services are available upon request.

Lead Executive Search Team Profiles

Canada

SHAWN JACOBS

Managing Partner

SAIPM

Based in the Victoria, BC Office

Active in executive search, management selection, and executive training & development since 1986.

Founded and built ExecuSearch International to meet the recruitment needs of mining and engineering multinationals throughout Southern and Central Africa.

Conducted search in South Africa, USA and Canada (Toronto, Calgary, Vancouver) for some of the world's leading search practices, including Boyden International, Heidrick & Struggles, The Hever Group and TASA Worldwide. Specialist in organizational alignment and culture assessment.

Graduate of the Institute of Personnel Management of Southern Africa.

BERT ZETHOF

Director, Business Development

BA, MBA

Based in the Victoria, BC Office

Active in management consulting and leadership development since 1991.

Founded the Zethof Consulting Group and worked with organizational leadership to enhance operational and executive performance,

Specialist in business strategy development, customer service development / enhancement, executive team coaching, public / government relations and customer growth initiatives.

Graduate of the University of Victoria and UBC, Vancouver

ARTHUR LYONS

Vancouver Associate

BBA Hons, MBA

Based in the Vancouver, BC Office

Active in recruitment and executive search since 1995.

Delivered solutions in senior and intermediate searches for public and private sector organizations, and has completed over 2,000 searches for clients around the world.

Arthur has extensive experience with educational recruitment, with a project list that includes over 50 searches for positions ranging from faculty members to administrators at all levels, and for schools, colleges, universities and school districts in Canada and abroad.

BBA (First Class Honours) from SFU and an MBA from UBC. Served on the boards of directors of a number of public companies.



South Africa

LESLEY MAWHINNEY

BSc Hons

Based in the Johannesburg Office

Active in executive search and experienced in organizational growth covering 23 years.

Initially worked as specialist for an IT boutique consultancy and responsible for its industry-sector positioning. Promoted through Consultant, COO and Managing Director. Later worked for two corporate search groups, one on the Zurich & NY Stock Exchanges, and a second on the NY Exchange.

In-depth background in the search, selection and placement of talent into senior and executive roles, including Board appointments and leadership positions. Experienced in the leadership of large placement projects and the building of talent teams to effectively benchmark clients against competitors. As an IT Specialist, Lesley has a solid background and reputation from extensively filling senior technical roles in the technology and ICT sectors.

BSC Hons (Genetics) from the University of the Witwatersrand.

Contact Us

North America

Jacobs|Scott Limited
Datatech Business Park, Suite 300
1095 McKenzie Ave
Victoria, British Columbia
CANADA V8P 2L5

Telephone: +1 250 732 4333

Fax: +1 250 704 4440

South Africa

Jacobs|Scott (Pty) Ltd
Mandalay, 194 Maple Road
Kyalami, Midrand
SOUTH AFRICA 1684

Telephone: +27 83 625 5107

Fax: +27 86 516 1328

www.jacobsscott.com
mail@jacobsscott.com