

FACT SHEET

What Jacobs Scott Is

Jacobs Scott is an international executive search consultancy. The organization assists and advises management in the selection and recruitment of senior executives in all disciplines and provides complementary services in candidate assessment and team building to augment the search process.

Jacobs Scott's Function

Jacobs Scott undertakes executive search for organizations in both the public and private sectors. Clients include multi-national corporations, large North American groups and smaller companies, businesses and institutions.

Jacobs Scott's Commitment

Jacobs Scott is committed to providing executive search services of the highest quality. Because Jacobs Scott is committed to maintaining complete confidentiality, it does not reveal privileged information about clients or candidates without their consent.

Jacobs Scott's Team

Each Jacobs Scott assignment is handled by a partner who works with local and international colleagues and research staff to ensure depth of coverage and continuity. All partners have held executive appointments in commerce and human resources before joining the organization. Their summed experience and knowledge provides a wide base of expertise.

The combined recruitment experience of Jacobs Scott's partners represents in-depth understanding of a broad range of executive positions in numerous industries.

Jacobs Scott's executive search activities are supported by research staff who have professional training and expertise in information gathering and analysis.

Executive Search Procedures

Jacobs Scott only accepts assignments it believes it can fulfill to the client's satisfaction and to its own standards of professionalism. Assignments are accepted only after partners have a thorough understanding of the client's organization, culture, growth objectives and specific needs.

Jacobs Scott analyses the job content in relation to the goals and objectives of the client's organization, prepares a strategic profile and culture match to benchmark candidates able to enhance organizational success.

To identify potential candidates and referral sources, Jacobs Scott conducts research and makes use of an extensive database on industrial, commercial and biographical information. This gives Jacobs Scott access to extensive information about executives in virtually all industries.

When its research is complete, Jacobs Scott approaches prospective candidates for preliminary confidential discussions, evaluation assessments and interviews.

Jacobs Scott assists clients through salary negotiations with candidates and provides executive coaching for newly appointed team players.



How Jacobs Scott Charges

Jacobs Scott's fee is a percentage of the first year's remuneration. Most clients pay the fee in three equal monthly installments.

Why Use Executive Search

To: Enhance organizational success and benchmark against competitors;
Ensure broad perception and evaluation of the senior executive market;
Save management's time and reduce the risk and cost of failed appointments;
Add new dimensions and strategic advantage to the management team;
Tap the combination of advantages offered by the executive search profession:

- Objectivity,
- Independence,
- Sensitivity,
- Maturity of judgment.

Management Assessment and Team Building

Jacobs Scott provides qualitative team assessment and team building services to complement executive search and build potential, sharpen skills and increase organizational effectiveness.

Professionals

SHAWN JACOBS SAIPM
(Managing Partner)

Active in executive search, management selection, and training since 1986. Founded and built ExecuSearch International to service the executive recruitment needs of multi-nationals within Southern Africa. Conducted research in South Africa and Canada (Toronto, Calgary, Vancouver and Victoria) for some of the world's leading search practices, such as Boyden International, Heidrick & Struggles, The Hever Group and TASA Worldwide. Graduate of the Institute of Personnel Management of Southern Africa.

DOMINIQUE SUREL BA, MBA, Doctor of Management in Organizational Leadership (Partner)

Over 20 years' experience in international marketing strategy, image/branding and global corporate positioning; consulting to such concerns as Arthur Andersen, Dow Corning, Dow Europe, Cap Gemini, Royal Ascot, Gillette, British Telecom, Gaz de France and London City Airport. Delivered workshops internationally in *Team Building*, *Strategy Buy-Ins* and *Change Management*.

MORLENE TOMLINSON MPA (Management)
(Associate)

Specialist in strategic management and change management, complemented by an extensive background in human resources and labour relations. Expert in business transformation and program repositioning. Comprehensive experience in senior level recruitment on behalf of Provincial and Federal governments.

Contact Details

Jacobs Scott Ltd.
1027 Pandora Ave.
Victoria, British Columbia
V8V 3P6

Telephone: (250) 413-3140
Alternate: (250) 743-6511
Fax: (250) 743-6533
E-Mail: mail@jacobsscott.com
Web: www.jacobsscott.com