

TALENT PARTNERSHIP OVERVIEW

JOH Partners
Company Profile



JOH Partners
Tailored Recruitment Solutions



The image features three white doors with black frames set against a light gray wall. A large, solid blue circle is positioned in the foreground, partially overlapping the middle door. The text 'RELEVANT EXPERIENCE' is written in white, uppercase letters across the center of the image, with the blue circle partially obscuring the word 'EXPERIENCE'.

RELEVANT EXPERIENCE

Leading asset management firm based in the UAE

Background

Our client, a leading asset management firm based in the UAE, was expanding its portfolio across multiple asset classes and required a Head of Investor Relations to lead their capital-raising efforts. The firm aimed to secure new investments from institutional investors, family offices, and sovereign wealth funds, while also strengthening relationships with existing investors. The ideal candidate needed deep knowledge of capital markets, a proven track record of raising capital, and the ability to align investor relations with the firm's long-term growth strategy.

Challenge

The role of **Head of Investor Relations** required a professional with a unique combination of skills, including:

- **Capital Market Expertise:** Experience in fundraising, particularly in the Middle East and North Africa (MENA) region, as well as the global market.
- **Institutional Investor Relationships:** Strong networks within institutional investors, including sovereign wealth funds, pension funds, and large family offices.
- **Strategic Communication:** The ability to communicate the firm's vision and strategies effectively, aligning them with investor goals.
- **Cultural Fit:** A deep understanding of the UAE market, as well as the ability to represent the firm at international levels.

Given these specific requirements, the pool of potential candidates was limited, and the recruitment process needed to be carefully managed to attract top talent who could integrate seamlessly into the firm's leadership team.

Our Approach

- **Understanding the Client's Needs:** We conducted a detailed analysis of the client's needs, working closely with both the HR team and senior leadership to identify the key competencies, personality traits, and experience required for the role.



- **Market Mapping & Candidate Sourcing:** Utilizing our extensive network in the UAE and international markets, we mapped out top professionals in investor relations who had successfully raised capital in previous roles. This included those with deep connections to sovereign wealth funds, institutional investors, and family offices - all critical stakeholders for the asset manager.
- **Targeted Outreach & Screening:** We reached out to a select group of professionals who met the client's criteria. The focus was on individuals with prior experience working with asset managers and those who could drive the capital-raising process from inception to execution. We conducted in-depth interviews and assessments to gauge both technical expertise and cultural fit.

Outcome

We successfully placed an experienced Head of Investor Relations with over 15 years of experience in capital markets, particularly in raising capital for asset managers and private equity firms. The key highlights of the hire include:

1. **Capital Raising Success:** The candidate raised ~\$300M for several projects and had established strong networks with institutional and high-net-worth investors in the MENA region.
2. **Reporting and Communication Excellence:** Led the quarterly reporting for multiple syndications and funds and successfully organized the firm's annual investor meeting, ensuring all stakeholders were kept informed and engaged.
3. **Strategic Alignment:** By guiding the development of new investment products and marketing strategies, the candidate helped align the firm's fundraising efforts with its broader growth goals.

Conclusion

The successful placement of the Head of Investor Relations significantly enhanced the asset manager's ability to raise capital and maintain strong investor relationships. Through tailored recruitment and an in-depth understanding of the client's needs, we delivered a candidate who not only had the technical skills required for the role but also demonstrated exceptional leadership and strategic thinking that aligned with the firm's long-term objectives.

Client Case Study 2

Leading arm of the KSA Sovereign fund

Background

- The Fund plays a pivotal role in the fulfillment of the objectives and policies of programs devised for industrial development in the Kingdom of Saudi Arabia.
- Due to the growth within the organization and the 2030 vision for Saudi Arabia the fund engaged with JOH Partners on an exclusive retained basis to source a number of market, technical, financial and strategy industry experts from various verticals and global locations.

Approach

JOH Partners conducted a comprehensive global search to identify and attract senior market experts in diverse industries.

- **Automotive Expert:** Identified a senior professional with extensive experience in the automotive industry to drive innovation and growth.
- **Renewables Expert:** Secured a leader in renewable energy to support the funds sustainability initiatives.
- **Logistics Expert:** Hired a logistics specialist to enhance supply chain efficiency and infrastructure development.
- **Mining Expert:** Recruited a seasoned expert in mining to contribute to the exploration and development of mineral resources.
- **Industry 4.0 Expert:** Brought in a thought leader in Industry 4.0 technologies to advance the funds digital transformation efforts.
- **Chemicals Expert:** Placed a chemicals industry veteran to oversee chemical manufacturing and innovation.
- **Pharmaceutical Expert:** Hired a pharmaceutical expert to drive advancements in drug development and healthcare solutions.
- **Medical Devices Specialist:** Recruited a specialist in medical devices to support the growth and innovation of healthcare technologies.

Solution/Results

- The team and processes of JOH Partners along with regular updates and project information shared with the client (including client workshops) enabled JOH Partners to identify and screen candidates who fit the culture and mission of the KSA Sovereign Fund.
- These hires have enabled the fund to support the growth and vision of Saudi Arabia as it works towards the 2030 vision.

UAE-based asset management firm

Background

A leading UAE-based asset management firm sought to recruit an Investment Manager to strengthen its capital-raising efforts and manage investments in infrastructure and real estate. The role required a candidate with a strong background in capital markets and investment banking, combined with the ability to manage complex investment portfolios and relationships with institutional investors.

Challenge

The ideal candidate needed expertise in:

- Investment Strategy & Execution: Strong financial analysis and portfolio management skills, with a focus on value creation.
- Investment Banking: Prior experience in M&A and capital markets to enhance the firm's investment strategies.
- UAE Market Insight: Understanding of the local and regional market to identify new investment opportunities and drive growth.

Our Approach

We worked closely with the firm's leadership to define the role's requirements and conducted a targeted search for candidates with the right blend of investment banking and investment management expertise. Candidates were assessed based on their capital-raising ability, financial analysis, and market knowledge.

Candidate Profile

The selected candidate had extensive experience in investment banking, with a focus on M&A transactions and capital markets. They managed a \$500M investment portfolio, overseeing the investment process, conducting due diligence, and ensuring performance monitoring. Their background allowed them to effectively drive new market opportunities and contribute to the firm's strategic growth.

Private equity company established in the GCC

Background

A leading private equity firm based across GCC required a Real Estate Fund Vice President to oversee its growing real estate portfolio. The firm aimed to expand its investments across key real estate sectors, focusing on both capital raising and optimizing portfolio performance. This leadership role was critical to driving the firm's real estate strategy and ensuring successful capital allocation in the region's competitive market.

Challenge

The role required a candidate with:

- Real Estate Investment Expertise: Strong experience in managing large-scale real estate projects and investments.
- Strategic Leadership: Competence in driving fund strategy and ensuring portfolio growth and asset performance.
- Regional Knowledge: A deep understanding of the real estate markets within the GCC.

Our Approach

We worked closely with the firm's senior team to define the exact requirements for the position. We focused our search on candidates with a track record of success in real estate private equity, especially those who had experience raising capital and managing real estate portfolios within the GCC. Candidates were assessed for their ability to lead fund strategy and deliver strong returns for investors.

Candidate Profile

The candidate we placed had over 12 years of experience in real estate private equity, managing a \$900M portfolio across the GCC. They had successfully raised capital from institutional investors and family offices, building lasting relationships that enhanced the firm's capital-raising capabilities. Their strategic leadership and deep market insight enabled them to direct fund strategy and ensure consistent portfolio growth.

References

We can confidently say that we are the only recruitment firm operating in the region where our Managing Director, Oliver Helvin, has trained as a mechanical engineer and also worked for international Executive Search firms and MNC organizations leading global internal recruitment teams for over 20 years.

Here are some recent testimonials from clients and candidates of their experience working with JOH Partners



Torsten Holst Pedersen

Chief Operating Officer at Seaspans Corporation

I have had the pleasure of working with Oliver on a couple of occasions where we needed to find strong external candidates for senior positions. Oliver did a fantastic job. He worked extensively with us to identify the right candidate profile, not only from a capability- and experience perspective, but also defining the cultural fit for the role. The candidate short-lists were impressive and contained also potential candidates that we would not immediately have considered for joining our industry. Process went smoothly, thanks to Oliver, and we landed highly talented leaders for our organisation.



James Wheeler

Mining and Metals Specialist

I highly recommend JOH Partners and thank Oliver for the incredible work done placing me in Saudi Arabia. My new position is one that I ordinarily would not have pursued, but Oliver having identified my transferable skill set and experience in Mining, enabled me to advance my career in the financial sector. A great company to be associated with.



Gary Hubbard FCILT

SVP Commercial & Operations at The Biofuel Company

Having worked with Oliver as both candidate and client, I can wholeheartedly recommend him. He is one of these unique individuals who takes the time to understand the details and the drivers behind the assignments and candidates he chooses to work with. When most recruitment organisations are standardising their approach, Oliver's personalised offering is both welcomed and effective.



Yusuf Macun

Managing Partner @ Cranmore Partners | Founder @ Project Finance Institute

Oliver is a professional with very high standards, with a sense of ethics and client and business relationship focus which are very rare in this sector. I would not hesitate to recommend him highly.

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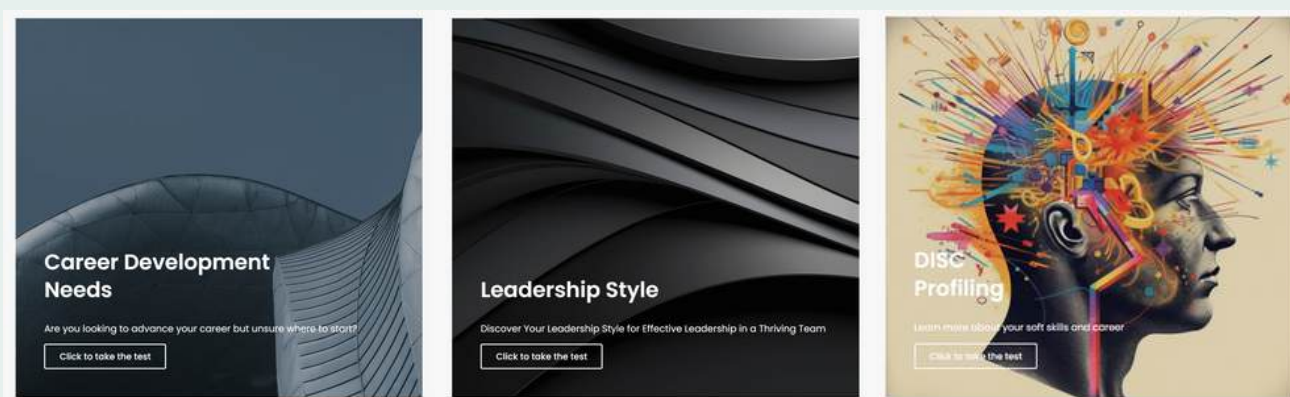
HOW DO WE DELIVER AN
EXCEPTIONAL SERVICE?



How we use data to evaluate candidates

JOH Partners uses data throughout our process to evaluate candidates against the role and clients' unique cultural needs to identify the top 3-5 candidates for each role.

DISC Profiling & Psychometric Leadership Assessment



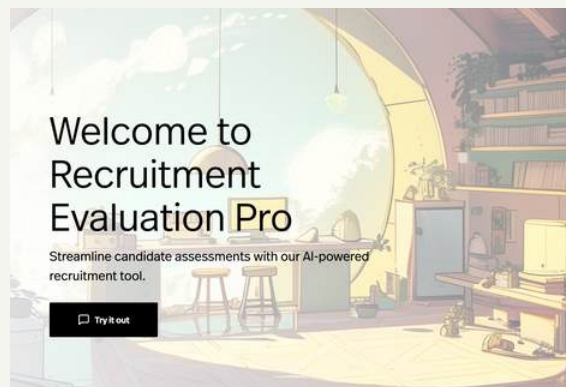
Our 10-point matrix scoring system

Culture	Assesses alignment with the company's values, work environment, and team dynamics.	Retention	Measures job tenure history and likelihood of long-term commitment.
Salary	Evaluates salary expectations relative to budget and market rates.	Motivation	Analyzes alignment of candidate's drives with role's objectives and company goals.
Leadership	Measures ability to inspire, guide teams, and past leadership experiences.	Personality	Evaluates interpersonal skills, emotional intelligence, and team fit.
Passion	Evaluates enthusiasm for the industry, role, and commitment to personal growth.	Career Progression	Assesses career trajectory, promotions, and potential for future growth.
Past Companies	Evaluates relevance and prestige of previous employers and industry exposure.	Business Acumen	Assesses understanding of business operations, strategic thinking, and market analysis.

Adding Value to our process and your experience through Technology Solutions

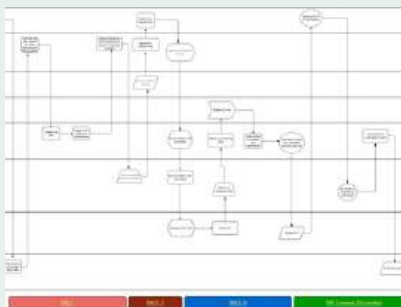
Our team-based project approach together with streamlined processes and technology allows us to complete projects faster and more efficiently while maintaining high-quality service to meet the dynamic needs of our clients.

JOH Partners Proprietary Assessment Tools



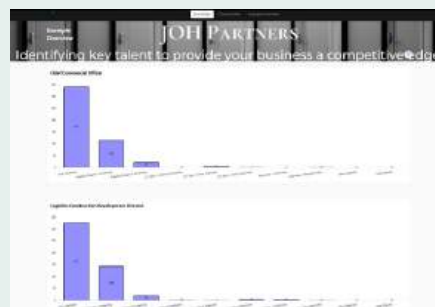
Streamline candidate assessments with our proprietary recruitment tool, Recruitment Evaluation Pro designed by JOH Partners.

Omni Channel Team Processes



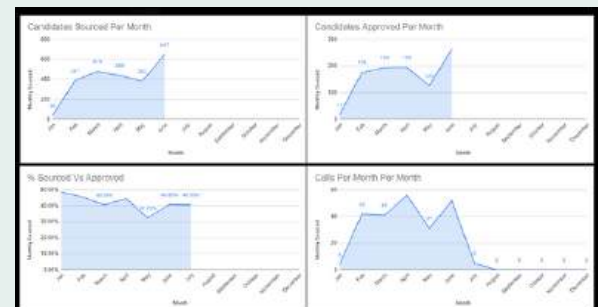
Streamlined recruitment operations across multiple channels, ensuring a coordinated and efficient approach.

Client Dashboards



Offers customized dashboards for real-time insights and updates, keeping you informed at every stage.

Live Project Data



Provides access to up-to-date project data, ensuring transparency that enables informed and quick decision-making.

Supporting the knowledge economy development

As part of our ongoing relationship development for candidates and clients we also offer:

Mentorship Program:

JOH Partners conduct a comprehensive mentorship program designed to connect both expatriates and local talent with peers across the region and globally, fostering professional growth and development.

By participating in our mentorship program, employees can gain valuable insights, expand their professional networks, and enhance their skills through impactful mentor-mentee relationships.

The Leadership Blueprint Podcast

JOH Partners hosts a podcast on leadership, transformation and career growth, featuring conversations with C-level executives and industry leaders from across the region.

These podcasts provide access to firsthand experiences and advice from top industry leaders, practical strategies for career advancement and insights into effective leadership.



**Data is not your enemy –
it's a powerful tool:
Effective Leadership
Insights with Magdolin
Boukhary**



**Never Box Yourself In:
Unlock Your Leadership
Potential, Think Beyond
Limits with Farooq Shaikh**



**Navigating Change with
Omar Al Busaidy:
Exploring UAE's
Leadership and Its Global
Influence**

The image shows a hallway with three white doors set in black frames. The doors are slightly ajar. A large blue circle is positioned on the right side of the image, partially overlapping the text. The text 'DELIVERY PLAN' is written in white, bold, uppercase letters across the center of the image.

DELIVERY PLAN

Contingent-Based Recruitment Delivery Plan

1. REQUIREMENTS

With your account manager:

- Gather and review client requirements
- Help you to customise the job specification
- Benchmark Salaries to gauge the correct package

Week
1

2. PROJECT KICKOFF

We create the following for you:

- Microsite & Advert
- Job benefits and job of the day videos to our network
- 1st Talent Pool

Week
1

3. PASSIVE TALENT FUNNEL

- Build a bespoke passive talent funnel for your business
- Engage by delivering tailored content to encourage development and learning while building trust

Week
1

4. BRAND BUILDER

- Circulate your content via our social channels
- Collect blog content from your team for added exposure
- Host webinars and podcasts with guest spots for your talented team members

Week
2

5. TALENT POOL

We provide you with a talent shortlist via dashboards to discuss candidate potential

Week
2

6. CLIENT REVIEW & CANDIDATE RATING SYSTEM

You select the interviews and we provide a selection of suited candidates for the role by using candidate rating system

Week
2

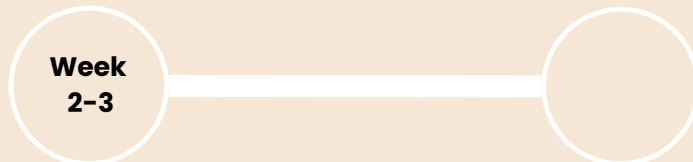
7. INTERVIEWS

Our team supports both candidate and client from start to finish throughout the hiring process.

Week
2-3

8. SUCCEFUL PLACEMENT

Offer accepted and start date is finalised. Relationships are maintained after placements have been made



Retained-Based Recruitment Delivery Plan

1. REQUIREMENTS

With your account manager:

- Gather and review client requirements
- Help you to customise the job specification
- Benchmark Salaries to gauge the correct package

Week
1

2. DEEP MARKET ANALYSIS AND MAPPING

- Conduct **comprehensive market analysis and mapping**
- Understand the competitive landscape
- **Identify potential candidates and agree on target firms** within the industry and beyond

Week
1

3. PROJECT KICKOFF

We create the following for you:

- Microsite & Advert
- Job benefits and job of the day videos to our network
- Initial talent pool

Week
1

4. HEADHUNTING STRATEGY

- Develop a customized headhunting strategy tailored to the role's needs
- **Target specific individuals and firms** identified during market analysis

Week
1

5. PASSIVE TALENT FUNNEL

- Build a **bespoke passive talent funnel** for your business
- Engage by delivering tailored content to encourage development and learning while building trust

Week
1

6. BRAND BUILDER

- Circulate your content via our social channels
- Collect blog content from your team for added exposure
- **Host podcasts with guest spots for your talented team members**

Week
2

7. TALENT POOL

- Provide you with a talent shortlist via **live project dashboards**
- Include detailed profiles and assessment reports
- **Salary benchmarking data & candidate feedback on your talent brand**

Week
2

8. CLIENT REVIEW & CANDIDATE RATING SYSTEM

- You select the interviews
- We provide a selection of suited candidates for the role using candidate rating system

Week
2-3

9. INTERVIEWS

- Our team supports both candidate and client from start to finish throughout the hiring process
- **Access to the full suite of psychometric/assessment tools** and processes from JOH Partners

Week
3-4

10. OFFER AND PLACEMENT

- Offer accepted, start date finalized
- Relationships are maintained after placements have been made
- Develop an **integration plan to help the new executive acclimate to the company** culture and expectations

11. MENTORSHIP PROGRAM

- **Complimentary inclusion in the JOH Partners mentorship** program for the hired executive
- Scheduled follow-up meetings to ensure the new hire is settling in well and to address any initial challenges

12. PERFORMANCE REVIEWS

- **Conduct performance reviews at 3 and 6 months after placement**
- Evaluate the new hire's impact and performance, and provide necessary feedback and support

Our Extra Services Provided in Retained-Based Recruitment

We recommend retained-based recruitment in the following circumstances

- Critical and Senior-Level Positions
 - When hiring for **C-suite or senior executive positions** where the right fit is crucial to the company's success.
 - For **highly specialized positions** that require niche skills and expertise.
- Strategic Importance
 - When the role has a **significant impact on the company's strategic direction**
 - **Confidential Searches** to avoid disrupting business operations or alerting competitors.
- Comprehensive Search Requirement
 - In-depth search, including salary benchmarking market mapping and headhunting.
 - **Extensive Global Reach** for sourcing talent on an international level.

Additional Services Provided in Retained-Based Recruitment

(these are in addition to the high standard we already apply in our contingent-based recruitment)

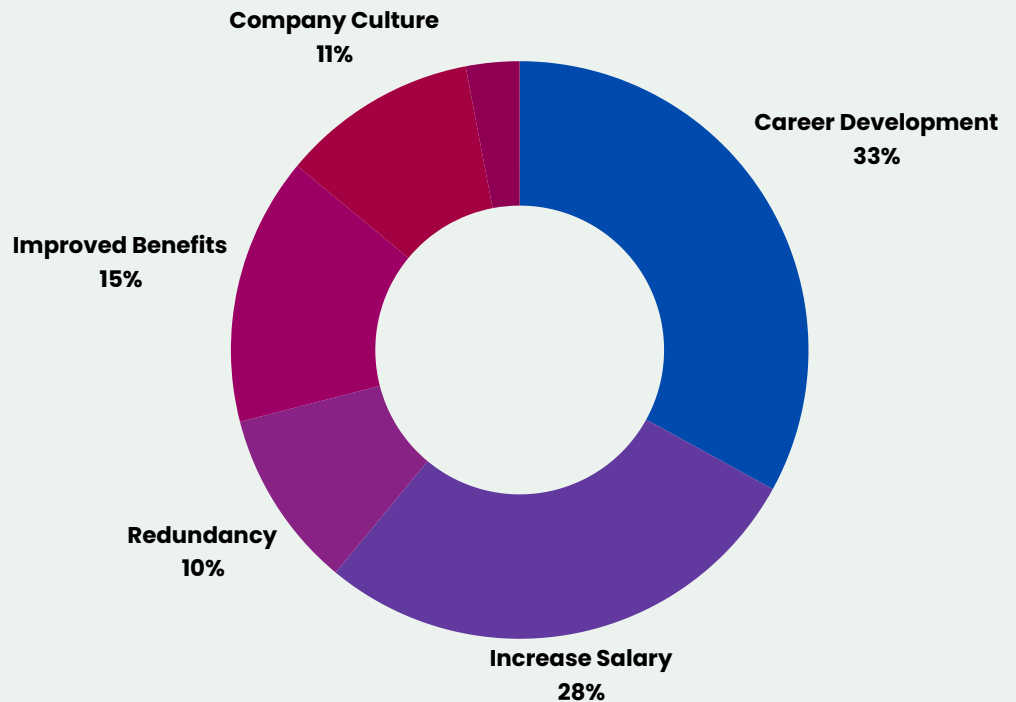
- **Deep Market Analysis and mapping:** Comprehensive market analysis and mapping to understand the competitive landscape, identify potential candidates and **agree on target firms** within the target industry and beyond with the hiring manager for the search
- Headhunting Strategy: **Development of a customized headhunting strategy** tailored to the client's needs.
- **Access to the full suite of psychometric/assessment tools** and processes from JOH Partners.
- **Role-specific psychometric assessment reports.**
- Development of an **integration plan to help the new executive acclimate to the company culture** and expectations.
- **Greater depth in our weekly project updates (names and packages shared of target candidates** contacted even if they don't make the final shortlist to provide the client with **salary benchmarking data and candidate feedback on your talent brand**, this is compared to a top-level overview as provided in our contingent-based recruitment service.
- Complimentary **inclusion in the JOH Partners mentorship program** for the hired executive
- The conduction of **performance reviews** at 3 and 6 months after placement to evaluate the new hire's impact and performance.

The background of the slide features three closed white doors in a hallway, each with a black frame and a silver handle. A large, solid blue circle is positioned on the right side, partially overlapping the text. The text is in a clean, white, sans-serif font.

RECENT MARKET INSIGHTS FROM JOH PARTNERS

Changing Roles

**Why did
28%
Of people
change jobs in
2024?**



Factors in considering a new employer

1. Salary
2. Career progression
3. Benefits package
4. Organisational culture
5. Job security
6. Work-life balance
7. Employer brand

Top reasons to consider a new role in terms of benefits

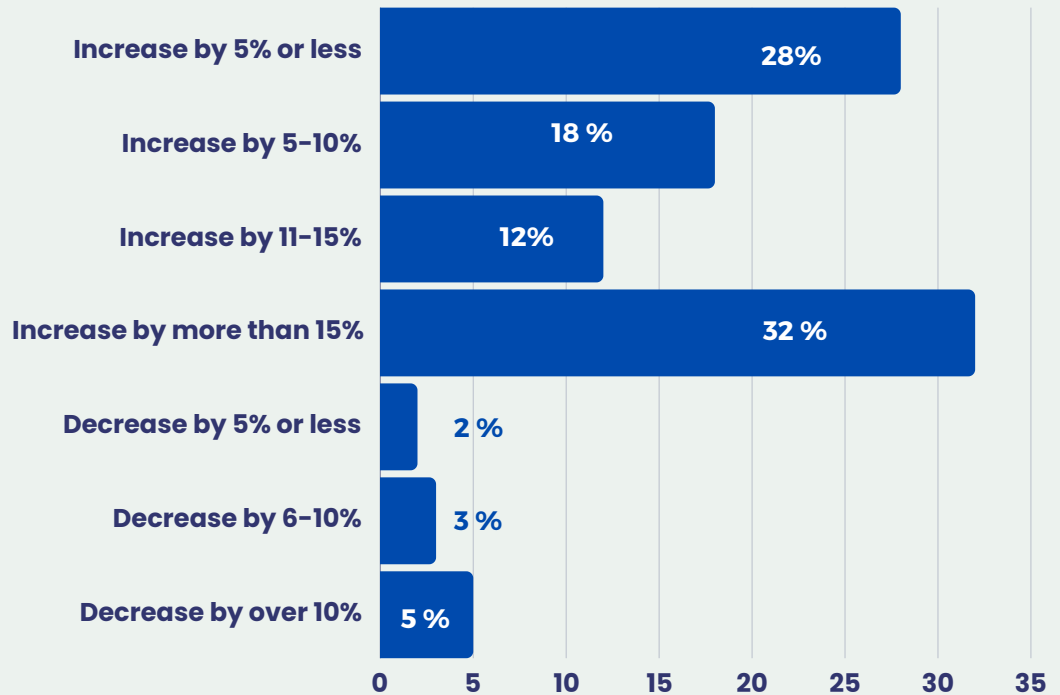
1. Child education allowance
2. Flexible working
3. Share incentives
4. Financial support for professional studies
5. Above statutory maternity/paternity leave



Salary Changes

62%

Of people we interviewed stated that their salary changed in 2023 (increased or decreased)



Top 3 Reasons for these changes

- A new job with a new company
- Individual performance related pay increase
- Standard annual pay increase across the whole company

We asked how satisfied are you with your current salary?

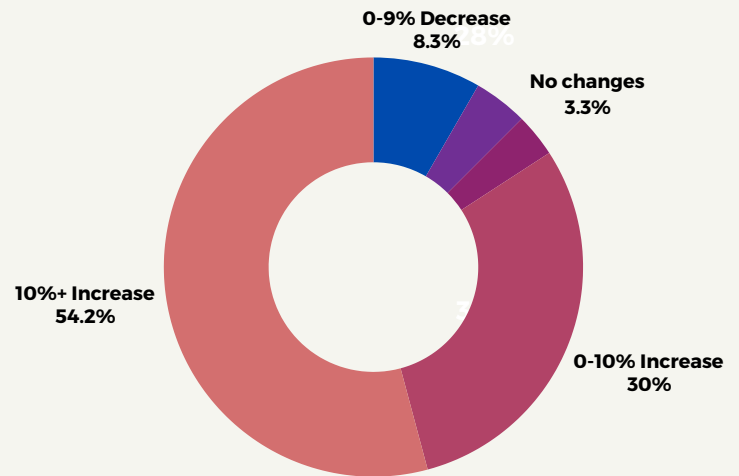
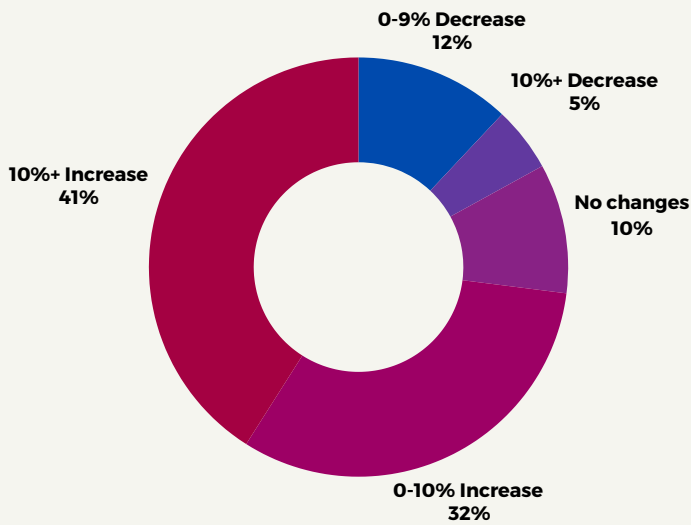
12%	63%
Very satisfied	Satisfied
17%	8%
Dissatisfied	Very dissatisfied

Headcount Changes in 2024

2023

KSA

2024



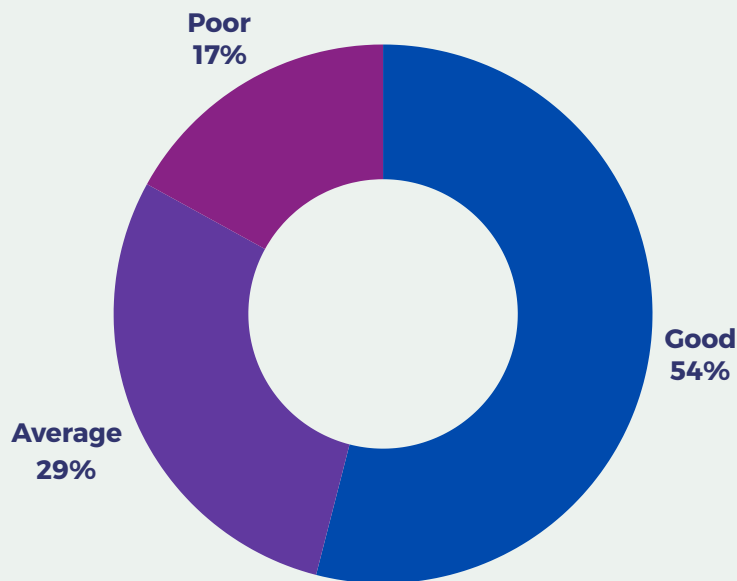
84%

5%

COMPANIES LOOKING TO INCREASE HEADCOUNT IN 2024

KSA Work Life Balance

We asked "How do you rate your current work-life balance?"



The image features three white doors with black frames set against a grey wall. The doors are slightly ajar, and their reflections are visible on the floor. A large, solid blue circle is positioned on the right side of the image, partially overlapping the text. The text 'THANK YOU' is written in a clean, white, sans-serif font, centered horizontally across the middle of the image. The word 'THANK' is positioned to the left of the blue circle, and 'YOU' is positioned to the right, with the circle acting as a visual separator and a design element.

THANK YOU