



SPECIALISING IN MIDDLE / SENIOR MANAGEMENT  
& EXECUTIVE LEVEL APPOINTMENTS



40 YEARS OF SPECIALIST INDUSTRY INSIGHT DELIVERING  
EXECUTIVE PLACEMENT SOLUTIONS YOU & YOUR  
ORGANISATION CAN COUNT ON.



## Why clients choose us?



Nicholas Hall Group of Companies has 40 years of experience actively working in the global consumer healthcare industry as marketing consultants and strategic advisors, and so are uniquely positioned to advise on your recruitment needs.

We are well-connected globally – with offices in the UK & Singapore, an extensive network of contacts and a large global talent pool to help our clients find the best candidates available.

Our OTC TalentSelect team brings an unrivalled market perspective to search & selection, offering clients a truly unique understanding of their needs:

- Delivering bespoke solutions for middle / senior management and executive level appointments
- Confidential advice and placement for those who wish to explore career opportunities.

**We protect our clients' interests and never make unsolicited approaches to their employees.**



### Types of roles

We cover the consumer healthcare spectrum from OTC to personal care across all functions, for example:

- |                      |                          |                                |
|----------------------|--------------------------|--------------------------------|
| • General Management | • Human Resources        | • Regulatory Affairs           |
| • Marketing          | • Business Development   | • Medical & Scientific Affairs |
| • Sales              | • Research & Development |                                |
| • Finance            | • Market Research        |                                |

## Methodology

OTC TalentSelect is led and managed by Graham Birch who personally takes on searches to fill roles alongside Nicholas Hall using both their extensive connections and industry know-how. We evaluate and short-list candidates against:

- Agreed-upon competencies & requirements
- Industry peers

We undertake a thorough competency-based evaluation of short-listed candidates:

### Industry Expert Perspective

Our assessment is complemented by close collaboration with our industry-experts and long-standing relationships across the globe. This unique benefit enables us to search & select the best candidates in the industry and receive referrals from industry experts.

### Key Competency & Cultural Assessment

After in-depth discussions with the client to ensure a thorough understanding of the job role, responsibilities & accountabilities, each short-listed candidate will undergo a competency and cultural fit assessment.

A **key differentiator** of TalentSelect is that we do not have flashy brochures nor expensive offices in the top end of town alongside leading lawyers and merchant bankers. Our competitors invest heavily in such things to promote an image of professionalism. By contrast, we have successfully built a head hunting business simply on delivery and integrity. And because our overheads are relatively low, so are our fees.

### Additional Services

Our main focus is in Executive search. However, we also offer the following consultancy services:

#### Talent Mapping

Provides in-depth market intelligence analysis of the talent available within a specified location / market.

#### Talent Assessment & Development

Identifies the critical competencies and development needs to ensure that the organisation continues to build the right capability to deliver specific business goals.

## Candidate Support & Service

We offer career advice and support services for those wanting to explore new opportunities in the Consumer Healthcare world. Our industry professionals are able to give you confidential, insightful and a completely unbiased view on market trends and conditions and current opportunities.

Find the right position, in the right location and company that suits both yourself and the organisation with Nicholas Hall's OTC TalentSelect.

Make better-informed decisions on the best way forward for you with our team of industry experts spanning across the globe.

## Join our Talent Pool & Contact us

We help develop your CV so that you are well-positioned for your next career move. We provide support during the application process from mock interviews to advice on salary negotiations.

**Above all, we will maintain the strictest confidence.**



**Nicholas Hall**

CEO & Chairman

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**Graham Birch**

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Graham manages the Executive Recruitment business, OTC TalentSelect, of the Nicholas Hall Group of Companies. With nearly 30 years of experience in the consumer goods industry, Graham has worked for Diageo, GSK, H.J. Heinz, Boots Healthcare, Novartis and Soho Flordis International. He has been based in UK, Dubai, Hungary, Greece, Israel and is now in Australia.

With 10 years of general management, he understands the recruitment needs of our clients as well as the needs of candidates as they look to get the most from their career. Graham is passionate about the importance of building, motivating and retaining high performance teams.



Founded in 1978, Nicholas Hall Group of Companies are a global team of 70 skilled and committed OTC industry experts and managers, and 27 Network Partners, celebrating 40 years of benchmarking OTC markets and providing business solutions to the consumer healthcare industry and other interested stakeholders, including investors, technology companies, retailers and media agencies.

We are international specialists, offering the full spectrum of support for your strategic needs, including a full range of consulting services, data analysis and insights, recruitment & training, conferences & seminars and competitive intelligence — globally, regionally or locally. We look forward to the opportunity to work with you and your team.

For more information, please visit [www.NicholasHall.com](http://www.NicholasHall.com)