



Cpl
Executive Search



About Cpl Executive Search

Cpl Executive Search is an Irish based Global Executive Search firm and part of the Cpl Group.

We offer unique access to leaders and senior executives, who are the driving force behind major businesses across the globe.

We work closely with our clients to build a compelling proposition and engage executives who best fit their unique organisational needs.

We have deep sectoral knowledge, vast executive search experience and a network of senior talent across sectors and continents.

With offices in Dublin, Belfast, London, and Brussels, Cpl Executive Search is connected to business professionals globally.

Cpl Executive Search has earned a reputation within executive recruitment for achieving results through professionalism, integrity and truly exceptional client and candidate management.





Why Cpl Executive Search

While every hire is vital, at senior executive level, one single hire can be the difference between success and failure. Be they international interim management, or permanent executives, finding the right talent to lead your organisation requires a unique recruitment approach.

For the most senior appointments, Cpl Executive Search will provide expert support, market insights and a top-class network. We work internationally with some of the world's most innovative and progressive organisations to meet their executive and senior leadership requests.

Our executive recruitment consultants have long-term and established relationships with high performing professionals across Europe and beyond. Meaning, we know exactly where to go, and we have the right connections to speak directly to your target audience.



Cpl Executive Search Approach

Campaign Management:

Cpl Executive consultants will manage the entire search campaign including the successful and unsuccessful candidates to ensure a positive candidate journey. We will communicate all feedback to the candidates throughout the campaign and ensure that all candidates experience an affirmative and professional service.

Methodology:

Cpl Executive Search's methodology includes a deep dive mapping exercise into the active and passive talent pool, with international reach. We establish a search process, and determine in partnership with our client, a bespoke search strategy to attract and evaluate the best-in-class and most qualified candidates. Each client and each search are unique. We are adept at tailoring our method to client needs, offering a bespoke service.



Candidate Network:

With our experience comes a large and continuously growing network of highly qualified executives. Cpl Executive Search has an exclusive database of contacts built up over many years of successfully placing top-level executives.

Candidate Assessment:

Cpl Executive Search will screen a suitable longlist of candidates through competency-based interviews, assessments, investigating and clarifying their skills, salary expectations, and commitment to move. We conduct quality assurance checks to ensure consistent scoring across all stages within the interview process. We will then select a shortlist of suitably qualified candidates and share with our client those recommended for interview.

Team Experience:

Our executive search team have over 30 years' experience providing search services to an impressive portfolio of leading companies and brands across diverse private sectors, publicly funded and not-for-profit sectors.

Discretion:

Confidentiality is crucial for the client and candidate when securing an executive appointment. Cpl Executive Search has a history of securing the right executive hires quickly and confidentially. We ensure discretion throughout the search process.

Client Feedback

Public Sector

"I worked with the Cpl Executive team to recruit an International Director for NCI, a key hire for National College of Ireland. From the outset Cpl delivered an exceptional service, keeping us updated on progress every week. Given the international recruitment experience the team has, we were presented with highly skilled candidates working in universities and colleges from every continent. The recruitment team managed the entire process, search, selection, interviews and assessments for both internal and external candidates. NCI was successful in attracting a candidate from Australia back to Ireland. The entire process was seamless, and I would highly recommend Cpl Executive Search."

**- Mary Connelly (Director of Human Resources)
National College of Ireland**



Private Sector

"When we decided to open a development centre in Dublin, we canvassed many sources for insight and information into the local market. Cpl Executive, became my closest confidant and partner for a while as we tried to put the team together and build a presence. I really appreciated the introductions, assistance, and guidance I received; it went way beyond pushing resumes across the table and felt like a true partnership with shared goals".

- SVP Product Development - Multinational technology client





€172_k
Median salary



**Global Access
Expertise
Confidentiality**



**Bespoke
Service**

4.9_{yrs}
Average
C-suite tenure

Email:
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or call:
+353 1 614 6103

For a discreet, confidential conversation on how Cpl Executive can support you with your executive recruitment needs.

**360°
Campaign
Management**



70%
of the global
workforce is made up
of passive talent



www.cpl.com/executive-search