



Executive Brief:

Executive Search Consultant

SRI Executive



SRI Executive
Search • Strategy • Leadership

About Us

SRI Executive is a leading Executive Search, Strategy and Leadership consulting practice in global development. For 25 years we have partnered with over 300 purpose driven organisations in 63 different countries to identify and support outstanding leaders and develop future-ready strategies that drive impact. SRI Executive's work is global- we are committed to helping clients and candidates wherever they are based. Our headquarters are in Dublin and our multilingual and multicultural teams are located across five different continents. We have also built a strong network of Advisors around the world who are leading experts in their respective fields. Our global team is committed to equitable representation. We bring diverse backgrounds, identities, ideas, and beliefs together to encourage collaboration, open communication, and integrity.

Our history of engagement in the non-for-profit sector demonstrates the breadth of our organisational experience, including partnerships with large multilaterals, nongovernmental organisations, bilateral programmes, and federated organisations. We focus on six key thematic areas including Global Development, Global Health, Development Finance, Sustainability, Education and Foundations.

Our core purpose is to help create a better world through the values that we hold, we act with integrity, we are genuine, we are committed, and we are collaborative.

For more information, please visit: <https://www.sri-executive.com/>





Role Purpose

The role gives you the opportunity to lead and manage all aspects of an executive search process, working with our clients at both national and international levels. You will engage with them to fully understand their specific hiring requirements and leverage our market knowledge and extensive networks to source and identify their talent needs. Working with our team, you will grow our brand internationally, supported by a global team.

As a Consultant, your work will include client lead generation and pitch preparation; undertake client needs assessment and understand client culture and values; develop search timeline and search launch process; develop and select a pipeline of candidates for a wide portfolio of searches through sourcing, in-depth selection process and dedicated client management.

At SRI Executive, we partner with our clients to deliver them the highest quality transparent search process. Our Consultants are central to our client engagement and are passionate about delivering solutions to meet our client's needs.

The Consultant must excel in project management and have excellent communication skills. We are seeking a person with the intellectual skills and ethical values necessary to understand a complex assignment, the empathy to understand the organisational needs of our clients, the skills and intuition to identify world class leading candidates, the advocacy skills to engage candidates and clients, and the capacity to lead and engage as part of a core project team and a wider corporate family. These traits are the fundamental to our continued success.

As a Consultant, you will be required to travel 10% of the time.

Major Duties and Responsibilities:

The responsibilities of a Consultant include, but are not limited to:

- Oversee all aspects of a portfolio of quality-driven executive searches.
- Engage key client stakeholders in needs assessment process to gain an in-depth understanding of each client's unique culture, business model and organisational strategy, and apply that knowledge to the search strategy.
- Consistently delivering extraordinarily high levels of client service, including timely delivery of all search-related deliverables.
- Provide advice in a consultative capacity regarding their strategic hiring decisions and organisational development.
- Guide and support the research team to develop and execute search-specific strategies and ensuring that meets agreed timeframe and deliverables.



Major Duties and Responsibilities:

- Collaborate with operations and research staff to oversee sourcing, interviewing and assessment of high-quality candidates and ensuring that all candidates have a positive experience with SRI Executive.
- Cultivating and stewarding high-level candidates through the selection process.
- Contribute to the development and growth of the business through current long-term agreements, managing current client relationships, developing new clients, and ensuring we leverage quality of relationship management.
- Participating in internal projects to develop highest quality recruitment services and products and identify opportunities to maximize efficiencies.
- Continually improve processes and systems to further develop SRI as an organisation of excellence in executive search.



Qualities, Skills & Characteristics:

- 5-7 years of relevant experience in full-cycle recruiting, human resources, or related field.
- Knowledge of/experience in the international development field is advantageous but not essential.
- Outstanding interpersonal skills, including the ability to establish dynamic and trust-based partnerships with clients and candidates.
- Excellent oral and written communication skills.
- Exceptional project management skills and ability to multi-task, delegate and manage multiple projects and competing priorities.
- Proven ability to self-direct and take initiative.
- Demonstrated client management success.
- Strong people management skills, the ability to motivate others and hold themselves and other accountable for high expectations.
- Ability to multi-task with excellent attention to detail.
- Innate customer service orientation and a desire to do right by clients, candidates, and colleagues.
- Desire to work in a highly entrepreneurial, fast-paced, and deadline-driven environment.
- An intuitive understanding of people and their motivations.
- A natural inclination for developing strong relationships and networks.
- Must possess a global mind-set and outlook.
- Culturally aware and sensitive with a demonstrated commitment to DEI.
- A true commitment to building a strong mission-driven sector; and ability to demonstrate experience in growing a business





Join Our Team

SRI Executive offers career opportunities that are both intellectually challenging and have a positive impact on the world we live in. We partner with leading international mission-driven organisations to place and develop top leadership talent and co-create impactful strategies. By joining our team, you will be able to do what you are naturally good at, enhance your skills and knowledge, and continually grow and develop in your role.

The Consultant position is a full time remote working role. Travel is anticipated up to 10% of the role. If you wish to be considered for this position, please send a copy of your most recent CV and a letter of Motivation to Peeui Sangalang at internal-consultant@sri-executive.com.



Privacy Policy

Your privacy is important to us. You can view SRI Executive's Privacy Policy [here](#). Thank you in advance for your cooperation.



SRI Executive
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Global HQ:
31 Westland Square, Dublin 2
D02 AW71, Ireland

Phone: +353 1 667 5008
Email: info@sri-executive.com
Website: www.sri-executive.com