

Welcome to our Newsletter!!!

We would like to share our **PASSION** with YOU!!!

We are planning to describe what we do as we often hear in the market "I have been called by a headhunter". But what really are headhunters? How can you immediately find out if you waste your time discussing with them? Indeed, there is a variety of executive search firms and recruitment agencies that help companies to recruit; AND they all tend to call themselves "headhunters". We will try to help you to classify all the incoming calls as a candidate or prospective clients and ask the right question...not to judge them but to understand what kind of services you have been proposed. We are going to focus on clients' side this month and we will talk about candidates' side later in a couple of months. Indeed, for the next month, we are going to expand on our Training & Development, our newly launched division.

Till then...

Warm regards,
Zoran Marinkovic



Zoran Marinkovic
Founder of BM Management &
Managing Partner Executive Search

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Interesting Articles:

- Capital Investment in Mideast energy projects...[Read more](#)
- How should Executives be paid...[Read more](#)
- Ramadan Effect on Arab Countries...[Read more](#)

Ongoing Assignments:

- Sales Manager - IT/Telecom Infrastructure - Saudi National - KSA - IT/Telecom
- Head of Consultancy & Training - Data Center - IT/Telecom
- General Manager - Non-Destructive Testing Professional - Oil & Gas
- Trade Marketing Manager - FMCG

Where to Find Us?

[BM MANAGEMENT COMPANY PROFILE](#)

[BM MANAGEMENT CONSULTANCIES PROFESSIONALS](#)

[BM MANAGEMENT HUMAN CAPITAL CONSULTANCY](#)

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Who are headhunters? What headhunters really do? When it is worth using them?

Real headhunters do not usually call themselves headhunters but executive search consultants, search consultants or client partners at a search firm...

Search stands for Direct Search which means directly identify passive candidates, approach them and attract them into your clients' organization. In other words, they do not have a stock of CVs that they are going to sell you so they are not CVs pushers without making an assessment of the resume and a face-to-face interview to not only check the experience and the hard skills of the candidates but also the soft skills that are extremely important nowadays.

We have a comprehensive process that we carefully follow and we guarantee it in our contract. In order to fill our clients' position on their behalf, Direct Search process is as follows:

1. Understand your needs and your corporate culture
2. Draw up a mapping of companies within your industry and/or from another one that we would agree on
3. Approach and attract the suitable candidates - a minimum of 60 calls
4. Receive their resume for screening
5. Screen the resumes
6. Presentation of the long list of candidates
7. Interview the most suitable candidates
8. Assess the candidates
9. Make a full report and send it to you
10. Presentation of short listed candidates
11. Support in the negotiations and close the offer
12. Ensure a follow-up of the selected candidate in their resignation process to ensure they join your organization
13. Follow up of the candidate during his 3 to 6 first months and even more to ensure a good integration and alignment happens between the candidate and your organization

As we do not look for candidates who are actively looking for a job, we have to attract these candidates who are very busy and usually well coveted by their current companies. That is why you will barely see their resumes in job boards, social networks and do not answer to any adverts.

As a consequence, this comprehensive process takes a minimum of 4 weeks to present you with a short list of 3-4 candidates who really have the experience you are looking for.

The terms & conditions of Search firms are **exclusivity** for the search and **a retainer** to kick off the search. As a result, you should not use search firms to fill all your openings but it makes sense if there is urgency and sensitivity of the position. If you are ready to partner with search firms to fill critical and difficult positions, you have nevertheless to carefully assess the consultant that will conduct the assignment. In other words, the real question you have to ask yourself is **"Would I hire him/her in my company?"** which means pay him/her a salary as you believe he/she can help your company as candidates that you hire do not work without a fixed salary.

You might think "Wow, 4 weeks is too long!", however if you really think of the most difficult positions that you could fill, I would bet that it had taken you much more. Indeed, we often work with clients for the first time after they had already tried to find on their own and then using a recruitment agency...which sometimes gives more than 9 months without any talent to help your company to grow.

So 4 weeks would suddenly become very short.

Meet BM Management Consultancies

Founded in May 2007, BM Management Consultancies is headquartered in Dubai, United Arab Emirates and are now represented by two partners and 4 full-time staff. Our boutique aims at covering Middle East and more especially GCC.

We aim to help companies to improve their performance through Executive & Management Search, Executive, Business/Financial Advisory and Merge & Acquisition (M&A) in order to optimize their organization, their business model, their shareholding, their capital structure and enhance their Management leadership skills. [Read More](#)

Breaking News

We have just launched Training & Development solutions that will be taking care by Manel Blau who has more than 20 years' experience as a Human resource professional with Boyden and Heidrick & Struggles in Europe and Asia, and as VP Human Resources on Corporate side as well as VP Middle East and Africa for a Dubai-based Training & Development consultancy firm. If you would like to know more about T&D...[Read More](#)