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**Assignments Handled:**

**Procurement and Logistics Manager** – IT/Telecom

**Financial Controller** – FMCG

**Contracts Manager** – MEP (Construction)

**Sales & Marketing Manager** – FMCG

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Dear All,

We hope the beginning of 2014 is already in a good track! Our 17th monthly newsletter will give an insight of one of the most challenging searches we had to implement and complete.

If we told you that we were asked to look for a candidate, who is an expert in SDH, DWDM, IP technologies (submarine communication networks) with experience in NMS and OSS systems. AND that this candidate must speak Farsi BUT should not be Iranian even dual nationality would not work. Of course, he must speak Arabic too! **Not easy, right?**

**WE MADE IT HAPPEN THOUGH and we are going to explain you how.**

Next month, we will give you some tips on how to better manage stress.

Best Regards,

Zoran Marinkovic

Managing Partner – Blue Marin Management Consultancies

### Concrete Example of One of our Most Challenging Searches that we have Completed so far

When we received the job specification (job description + candidate profile), we were a little bit anxious about how we would find such a candidate **without knowing if this candidate exists.**

Key to success in any project is the planning and the understanding of the needs of the client, should it be in construction, IT or a search of candidates like us.

So we built up a list of companies in telecommunications, information technology and services, and computer networking industry, specifically related to DWDM and SDH transmission equipment. **We ended up with 292 companies to call, to study and understand.**



Afterwards, we checked if the companies have their own Network Operations Centre or if they are used to managing their clients' one. From the final list of companies, we checked all the candidates who work as an Engineer in their Network Operations Centre, either through calling or checking the company's website and other related sites.

Then, we check the titles and positions in this industry and we found out the following would be the most targeted positions: Sr. Network Engineer, ATM/SDH/ DWDM Network Planner, Network Engineer Specialist, Optical Network/SDH Engineer, System & Network Engineer, Head of Network Operations, NOC Engineer, Network Administrator, IP/Transmission Engineer, NOC Optical/Submarine Networks Engineer and Team Lead Transmission Planning & Optimization.

Once this mapping was done – which took 3 working days – we had to call the candidate to propose them our client's opportunity. We contacted 82 candidates out of which we received 34 resumes. Unfortunately, we could only move forward with two candidates (out of 34 resumes and 82 discussions). We proposed these two candidates to our client and apologised to them that we could not present 3 or 4 as we usually do.



**They made a couple of interviews with the two candidates and selected one of them!!!**



As a conclusion, once again the planning helped us to focus on the right companies and to narrow down the number of companies going deeper into sub-industry, activity, sub-activity.

Furthermore, it shows you once again that it requires a lot of man/hour, a lot of expenses for telephone calls and all the other administrative costs. This is why we always ask our client to support us and not to use our own cashflow only to search for candidates on their behalf.

### Meet Blue Marin Management Consultancies

Headquartered in Dubai, U.A.E, Blue Marin Management Consultancies (BMMC) was founded in May 2007, by French professionals, specializing in Direct Search. As the growing need of SME's in terms of financial advisory became more apparent, BMMC expanded its business activity and introduced Corporate Finance Services in January 2009. Equipped with competent, highly qualified, and experienced professionals in the fields of HR Solutions and Financial Advisory, BMMC now aims to help companies improve their performance by finding them suitable candidates matching their culture and vision, and proposing Financial Outsourcing services in order to optimize their business model and add more value to their organization.

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