

**Robert—
—Walters**

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Executive Search Partnership

Robert Walters & Yule Alexander

New Zealand Local Government Sector

Global Talent Solutions



Stuart Nash

Commercial Director
Robert Walters New Zealand

A message from the Robert Walters' Commercial Director

The importance of attracting and retaining exceptional executive talent cannot be overstated when it comes to fostering an empowered and capable culture within any organisation.

We understand that for a Local Government Chief Executive, embodying the values, culture, and ethos of the Council and its communities is crucial. This alignment is vital for making meaningful progress in implementing the Council's agenda while meeting the diverse stakeholders' expectations who look to their local council for direction, guidance, and action.

Recognising the critical importance of placing the right person in the Chief Executive role, Yule Alexander and Robert Walters have formed a strategic partnership. This collaboration leverages Lawrence Yule and Malcolm Alexander's extensive experience and expertise in the local government sector, combined

with Robert Walters' global capabilities in attracting and placing talent.

Together, we are confident that we can deliver the type, scale, and level of service required to ensure you secure the very best candidate for the most important executive leadership role in your community.

The team at Robert Walters and Yule Alexander look forward to working with you going forward.

A handwritten signature in blue ink, appearing to read 'Stuart Nash', with a horizontal line underneath.

Stuart Nash
Commercial Director
Robert Walters



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Connecting like-minded leaders

In today's demand for talent, finding the right Chief Executive is more critical than ever.

Effective local government executive leaders bring innovative strategies to navigate economic challenges while implementing council policy and working collaboratively with elected representatives. They must also work closely with key communities, develop relationships with central government agencies, maintain and build employee morale while driving competency and capability, and navigate the challenges that arise in both stable times and times of crisis. Being the Chief Executive of a territorial authority is one of the most challenging leadership roles in New Zealand.

Identifying and retaining a capable Chief Executive is crucial to guiding your organisation through turbulent times and securing its long-term success. This is why Yule Alexander and Robert Walters have formed a strategic partnership to leverage both organisations' competencies and ensure only the very best end up in critical leadership roles.

Lawrence Yule and Malcolm Alexander bring vast experience within the local government sector and have developed a keen sense of who would work well within a particular council. Robert Walters, largest provider of talent in the white-collar sector, has a global reach with offices in over 30 countries. By collaborating with Robert Walters and Yule Alexander when seeking a new Chief Executive, you can be assured that you are partnering with the most engaged, knowledgeable, and enabled team in New Zealand's local government executive search ecosystem.





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Our partnership approach is collaborative and transparent, working closely with you to provide a tailored solution.



Strategy

We will co-design a strategy to ensure your requirements are met. With a dedicated project team, rigorous processes and proven experience, we will collaborate with you to articulate your brand story in a way that aligns to your broader strategy.



Reach

Your executive search extends beyond borders. We will tap into our global network of executive search experts, allowing us to personally meet and evaluate global executive talent. With our reach and existing networks, we are likely already connected with your next leader.



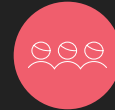
Confidentiality

Finding your next leader might require discretion, especially when considering current organisational structures and a potential incumbent. We work discreetly to source talent, ensuring your organisation isn't unnecessarily impacted and continues to run smoothly during this process.



Objectivity

Our unbiased approach through selection, vetting and assessment, offers the objectivity and quality control you expect from one of the world's leading talent consultancies. When recruiting senior level roles, unbiased advice from a neutral party is invaluable.



Diversity

Our executive search practices excel at finding the right talent to drive and embed organisational change. We are dedicated to ensuring our clients unlock the benefits of diverse teams and an inclusive culture; driven and represented at the top.



Understanding

We will take the time to understand your organisation and consult with all interested parties. This involves gaining a deep appreciation of the culture, strategic goals and operational challenges. This ensures that the selected candidate is best placed to effectively drive your organisations objectives and contribute to long-term success.

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10 stages of success

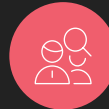
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Stage 1: Role briefing

- Both Robert Walters and Yule Alexander will collaborate to take the role brief, ensuring global best practice governance through co-designing a strategy with your board/executive, assembling a specialist team, and conducting initial research and data mapping.
- During this stage, the council team responsible for appointing the new CEO will articulate the necessary skillset and experiences, timeline, capabilities required, and the council's vision for the role, while co-designing the PD to align with market conditions and strategic objectives.



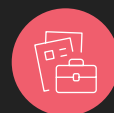
Stage 2: Skills and competencies

- Yule Alexander will help to identify the optimal set of skills and competencies required by the particular territorial authority at this point in the process development.
- Robert Walters will draw up an engagement proposal and strategy, which will then be reviewed and signed off by the council team.
- Yule Alexander will sign off on the details of the required role competencies within the engagement proposal.



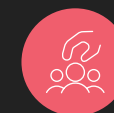
Stage 3: Recruitment campaign

- Robert Walters will undertake a robust recruitment campaign involving digital advertising, headhunting, and market mapping, including on-the-ground meetings with local and global talent.
- Referrals will also be sourced, with contributions from Yule Alexander.
- Robert Walters will monitor digital advertising analytics and provide frequent updates to the board/ executive.



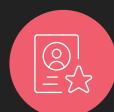
Stage 4: Candidate list of compilation

- Robert Walters will compile a list of all candidates (maximum of 50 CVs) who have applied for the role.
- Yule Alexander will provide feedback and refine the selection to a longlist of 15 candidates for the next stage, ensuring comprehensive profiling, analysis, and diversity criteria are met.



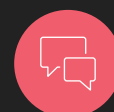
Stage 5-7: Recruitment campaign

- The client will review the longlist of candidates provided and select typically 5-7 to advance to initial interviews with Robert Walters.
- Robert Walters will conduct initial interviews with the selected candidates.
- Following the initial interviews, Robert Walters will collaborate with the client to select candidates for the next stage and provide comprehensive feedback to unsuccessful candidates.



Stage 8-9: Interviews, vetting and offer

- Robert Walters will facilitate client interviews for rounds 1 and 2, manage the offer and vetting process, including negotiating the final offer and contract for the successful candidate.
- Robert Walters will conduct thorough compliance and reference checks, detailed pre-employment probity checks, and contemporary psychometric testing.



Stage 10: Ongoing support

- Robert Walters will manage ongoing communication with the successful candidate and the client.



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Reach - Truly global, proudly local

With Robert Walters, your executive search extends beyond borders. We leverage our network of executive search experts, based in over 31 countries across 5 continents, enabling us to evaluate global executive talent. Utilising our global database, international talent mapping functionality, and our international career management team, we will locate your next executive, no matter where they are currently based.

International career management

Our global footprint amplifies our ability to deliver insights and hard-to-fill skillsets not found in the local or national markets. Partnering with our ICM global consultants, we can provide insights into overseas leaders considering a new challenge or returning home.

International market mapping

Through our data-led approach, we can conduct a talent map, focused on targeting executive leaders with the most relevant and impactful experience in your industry.

Global talent network

Our extensive global talent database, one of the largest of its kind, allows us to quickly identify both active and passive executive leaders. With an international presence, we efficiently leverage our local, national, and global networks to secure the right leader for you.

Governance and risk mitigation

Our executive search process provides your organisation with **robust governance and risk mitigation**, safeguarding your market reputation. Each executive search process includes an escalation point within our organisation to maintain accountability throughout.

By leveraging **diversity and bias mitigation strategies**, we ensure a strong candidate experience and maintain confidentiality where required.

Our commitment to these principles protects your reputation and **promotes a positive, respectful candidate journey.**

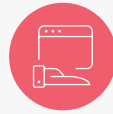
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The finer details

We understand the complexities involved in the executive search process, which is why we offer the following services to ensure that all invested parties are well-cared for, and every layer is given the appropriate time and consideration.

We have every aspect of the process covered to provide a seamless and comprehensive experience.



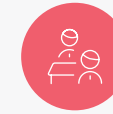
Marketing campaign

If your search isn't discrete, we can work with you to create a digital advertising campaign to showcase your employer brand content in a more engaging and compelling way. By deeply understanding your story, we ensure your campaign resonates with the right leaders for your organisation. It will provide a cohesive message to your target audience and streamline the job application process, improving overall candidate experience.



Behavioural assessment

We can facilitate leadership testing to assess the effectiveness of future leaders within your organisation. This includes evaluating competencies such as decision making skills, emotional intelligence, strategic thinking, and the ability to inspire and manage teams. By identifying strengths and areas for development, we support you to make an informed decision, ensuring you have the right leader in place to drive your business forward.



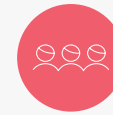
Interview consultation

We understand that interviewing, especially at the executive level is a practiced skill. All our shortlisted candidates will receive personalised, direct interview coaching to ensure that they are best placed to present their vast careers at the interview stage. Given the breadth and depth of their careers, candidates will be guided to effectively highlight the most relevant aspects of their skill sets.



Regret management

We offer comprehensive support for unsuccessful executive candidates, ensuring they receive constructive feedback and guidance to help them with future opportunities. Our approach includes personalised feedback sessions, career coaching, and resources to enhance their skills and marketability, maintaining their positive experience and relationship with your organisation.



Panel facilitation

We can actively participate in panel interviewing, bringing our expertise to ensure a thorough and unbiased selection process. Our administrative teams can assist with selection reports, scribing, scheduling, and/or behaviour-based questions for the panel, ensuring they have the support needed during the interview to uncover the insights necessary for an informed decision. Additionally, we offer a dedicated space away from your location to conduct these interviews, providing a neutral and professional environment.

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Robert Walters

Stuart Nash - Commercial Director

Yule Alexander

Lawrence Yule - Partner

Malcolm Alexander - Partner



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Africa | Australia | Belgium | Brazil | Canada | Chile | Mainland China | France | Germany | Hong Kong | India | Indonesia | Ireland | Italy | Japan | Malaysia | Mexico | Netherlands | New Zealand | Philippines | Portugal | Singapore | South Korea | Spain | Switzerland | Taiwan | Thailand | United Arab Emirates | United Kingdom | United States | Vietnam.