



BUSINESS
CONSULTING

NFT CONSULT



 EXECUTIVE SEARCH

Executive Recruitment

LEADERSHIP SEARCH & PLACEMENT

The right leader can define the trajectory of an entire organisation. NFT Consult's Executive Recruitment service delivers discreet, rigorous search that identifies transformational leaders for senior and board-level appointments across Africa, going far beyond the CV to assess character, culture-fit, and long-term impact.

✓ C-Suite & Board Search

✓ Leadership Assessment

✓ Succession Pipeline Development

✓ Confidential Search Process

✓ Pan-African Executive Network



THE CHALLENGE

The Wrong Leader at the Top **Costs More Than the Search**

A failed executive appointment is one of the most expensive decisions an organisation can make. Beyond the financial cost of a replacement search, a poor senior hire can damage morale, stall strategy, and set an organisation back by years. Yet many organisations still approach executive hiring the same way they hire mid-level staff, posting a job, reviewing CVs, running a few interviews, and wonder why the results disappoint. Serious appointments require a serious process.



High Cost of Mis-hires

A failed C-suite appointment costs an average of 213% of the role's annual salary, in recruitment fees, lost productivity, and organisational disruption.



The Best Leaders Aren't Looking

Exceptional executives are rarely active job seekers. Without a proactive search and regional networks, the strongest candidates are never even approached.



CVs Don't Reveal Leadership

A strong track record on paper does not guarantee the right culture fit, decision-making style, or leadership presence for your specific organisation and context.

20+

YEARS IN EXECUTIVE SEARCH

4

COUNTRIES ACTIVE

500+

ORGANISATIONS SERVED

100%

CONFIDENTIAL PROCESS

OUR SERVICE AREAS



C-Suite & Board Search

Confidential, targeted executive searches for Chief Executive, Finance, Operations, HR, and Technology officers, leveraging deep regional networks and international executive talent databases. We identify the strongest available candidates, including those not actively seeking a move, and present a shortlist built on rigour, not volume.

CEO / Managing Director

CFO & Finance Directors

CHRO & People Directors

CTO / CIO

Board Members & NEDs



Leadership Assessment

Comprehensive evaluation using structured behavioural interviews, psychometric profiling, leadership case studies, and board-level reference processes, providing objective, evidence-based insight far beyond what a CV or standard interview can reveal. Every shortlisted candidate receives a written assessment report supporting confident appointment decisions.

Behavioural interviews

Psychometric profiling

Cultural fit analysis

Reference validation



Succession Pipeline Development

Proactive identification and development of potential successors for critical leadership roles, combining internal talent assessment, targeted development, and external market mapping. The result is a board-ready talent pipeline that protects your organisation's continuity and dramatically reduces transition risk at the most senior levels.

Internal talent mapping

External market scan

Readiness assessment

Development pathways

ROLES WE TYPICALLY PLACE



Chief Executive Officer



Chief Finance Officer



Chief Operations Officer



Chief HR Officer



Chief Technology Officer



Country & Regional Directors



Board Members & NEDs



Commercial & Sales Directors



WHY NFT CONSULT

An Executive Search Firm That **Understands African Leadership**

Executive search on this continent requires more than a global database. It demands local intelligence, knowledge of who is performing, who is ready to move, what motivates senior leaders across different cultural contexts, and which organisations are building or losing talent. NFT Consult brings 20 years of that intelligence, combined with a search rigour that gives every client the confidence that the right leader has been found.



Complete Discretion

Highly confidential search process, protecting both your organisation and the candidates involved from premature disclosure.



Pan-African Network

Active executive relationships across Uganda, Kenya, Rwanda, Tanzania, and the broader African diaspora in the UK and beyond.



Beyond the CV

We assess leadership character, cultural fit, decision-making style, and long-term potential, not just career history and qualifications.



Detailed Candidate Reports

Every shortlisted candidate is accompanied by a structured written assessment, giving your board the evidence base for confident decisions.



Replacement Guarantee

If a placed executive does not work out within the guarantee period, we will conduct a replacement search at no additional fee.



Long-Term Partnership

We invest in understanding your organisation deeply, so every search benefits from accumulated context and institutional trust.

OUR SEARCH PROCESS



Briefing & Mandate

Deep-dive briefing on the role, culture, and ideal leader profile.



Market Mapping

Proactive identification of candidates from our network and targeted research.



Assessment & Shortlist

Rigorous evaluation, written reports, and a quality-controlled shortlist presented to your panel.



Placement & Onboarding

Offer management, onboarding support, and post-placement check-ins to ensure success.

Your Next Leader Is Out There. Let's Find Them.

Share your brief with us in confidence. Our consulting team will outline how we would approach your search, what the timeline looks like, and what you can expect from the process, no obligation.

Begin an Executive Search

GET IN TOUCH

inquiries@nftconsult.com

www.nftconsult.com

FOLLOW US



