



Talent search

www.tal-search.com

PORTUGAL

ANGOLA

MOZAMBIQUE



Talent search

Who are we?

What do we do?

What distinguishes us?

Where are we?

Who are we?

OUR MISSION



Help our Clients managing their main asset - TALENT - by searching, recruiting, assessing and retaining their best and most qualified professionals.

OUR VISION



To be the reference consulting firm in *Executive Search* and Talent Management in Portugal, Angola and Mozambique, being acknowledged as the best in its Clients' business knowledge, the quality of the results and in the commitment to support its Clients achieving their goals.

Who are we?

OUR CORE VALUES



- **Flexibility** in our relationship with each Client. We master the business' variables and we use advanced technology in our projects. We adapt ourselves to the Clients' expectations and environment as to fees and deadlines.
- **Integrity** in committing to our professional relation with Clients, candidates, suppliers and employees.
- **Rigor** during project development, ensuring a detailed and customized result according to Clients' expectations. We care for ensuring a suitable **RoT**® (Return on Talent) for the project.
- **Team Work** with Clients, partners and employees. We engage with our Clients through all project phases.

Our core values are not negotiable!

Who are we?

OUR TEAM



Team led by José Caetano Silva

José Caetano Silva is the Managing Partner of **Talent Search** and has over 20 years of leading practices in executive search and over 25 years on Strategic Consulting, Change Management and Information Technologies.

José Caetano Silva has graduated as Electronic Engineer at Coimbra University (Portugal) in 1984, and developed great part of his professional career in Accenture (Spain and Portugal). He managed Systems Integration projects, in a first stage, and Change Management projects, during a second stage, for Clients of the Financial Services, Retail and Distribution sectors. In between those two stages, he was Electronic Banking Director in a major British Bank in Lisbon, and Chief Information Officer in a national Insurance Company for four years.

José Caetano Silva develops Executive Search and Leading Strategic Consulting projects since 1995, having founded **Talent Search** in Portugal in 2000. In 2009, he founded **Talent Search Angola** and Talent Search Mozambique in 2011. He has strong experience in conducting Director and Board searches across different industries and in several countries namely Portugal, Spain, Angola, Mozambique Poland, Greece and Italy.

What do we do?

OUR SERVICES



OUR CORE VALUES

Flexibility

Integrity

Rigor

Team work

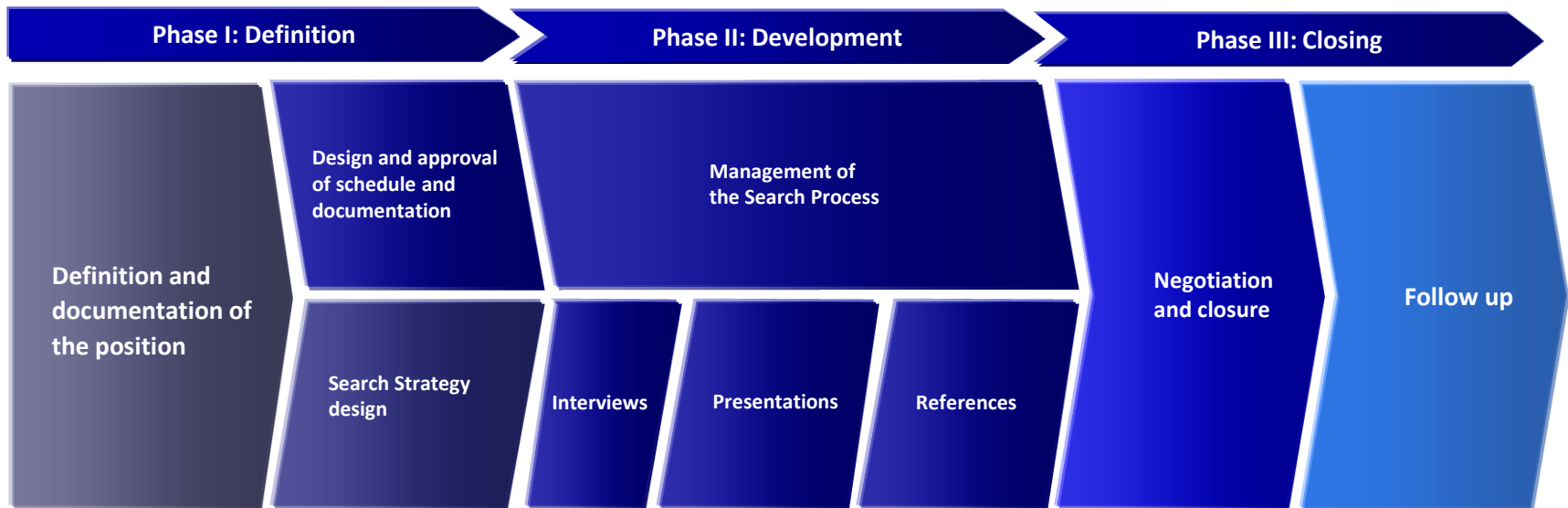


What do we do?

EXECUTIVE SEARCH



- **Executive Search** – Searching and selecting professionals according to innovative concept and matrix which maximize the **RoT**® (Return on Talent).



What do we do?

EXECUTIVE SEARCH



Approach and Methodology:

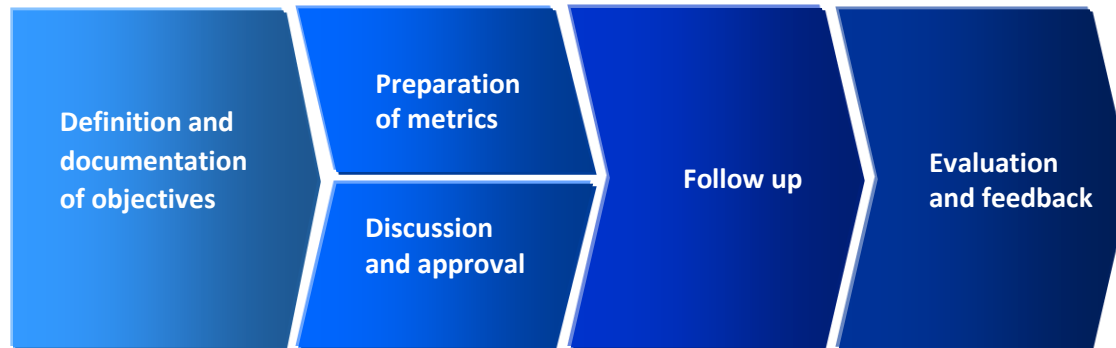
- The Client shares with **Talent Search** the profile of the professional to be hired and a description of his duties in the company.
- Based on this briefing, **Talent Search** defines a search strategy which allows a thorough identification of candidates who meet the conditions required by the Client.
- In this process, **Talent Search** exhausts all possibilities, not limiting itself to working a short list, and using its profound knowledge of the market and of the different sectors.
- Assessment of the candidate's background, motivations and potential is once again a transparent process, shared with the Client, and which culminates in the negotiation and signing of the contract.

What do we do?

TALENT COUNSELLING



- **Talent Counselling** – Comparative and objective evaluation of executive talent in order to maximize the **RoT**® (Return on Talent) achieved on a specific timeframe.



What do we do?

TALENT COUNSELLING



Approach and Methodology :

- Following to the executive search process and the recruitment conclusion, the Client shares with **Talent Search** its expectations as to the value contributed by the hired executive.
- Metrics are defined which allow the comparative and objective evaluation of executive talent achieved on a specific timeframe.
- **Talent Search** will follow-up on the integration process, assess the impacts in the company and provide objective feedback of the process, evaluating the **RoT**© (Return on Talent) achieved on a specific timeframe.

What do we do?

TALENT ASSESSMENT



- **Talent Assessment** –We analyse and evaluate the internal talent available in the company and define ways of development in order to maximize the quality of its executives.



What do we do?

TALENT ASSESSMENT



Approach and Methodology:

- **Talent Search** defines with the Client the model of competencies to be assessed within the company.
- Having established the objectives and architecture and approved metrics to assess qualities and competencies, **Talent Search** draws up a questionnaire and a set of tests to be applied to the executives.
- The ultimate objective of this activity is the analysis of the talent available in the company – thus offering an essential management tool.
- The process culminates in the presentation of a result report by **Talent Search** which, in addition to the analysis, defines development ways to maximize the qualities of executives working for the company.

What do we do?

TALENT BENCHMARK



- **Talent Benchmark** – We carry out studies which allow the comparison between the retributions' packages and the competencies of the executives we are recruiting in relation to those practiced in the marketplace.



What do we do?

TALENT BENCHMARK



Approach and Methodology :

- **Talent Search** defines with the Client the goals to be achieved.
- **Talent Search** elaborates a comparative study of the company's salaries and the competencies of its executives and those of its competitors on both Portuguese and International levels.
- This analysis requires once again profound knowledge of the sectors at hand and constant monitoring of international best practices.
- **Talent Search** conducts this process from the design and definition of objectives by the Client to the preparation of statistics and presentation of the results.

What do we do?

TALENT CONSULTING



- **Talent Consulting** – Support Clients and their executives in the Management of Human Capital of their companies.

Guidance in Career Management

Corporate Governance Models

Definition of Competencies' Models

Definition of Remuneration Systems

What do we do?

TALENT CONSULTING

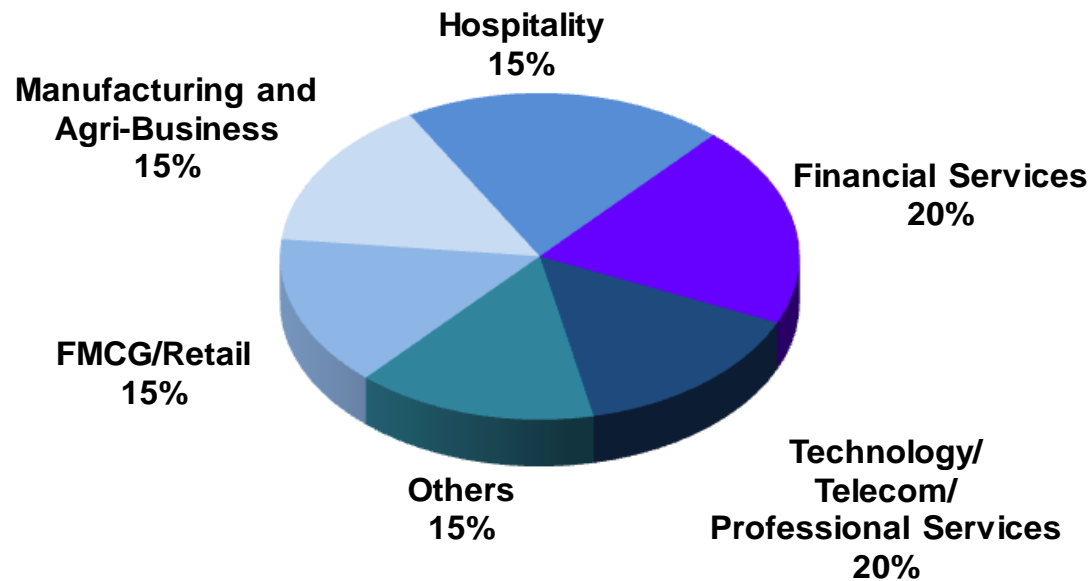


Approach and Methodology:

- Human Resources are assets that should be managed and developed to maximize value creation. **Talent Search** consultants attend Top Managers in managing Human Resources in their companies.
- Fully aware of the challenges, **Talent Search** has the know-how to help your company in the definition of Competencies Models, Corporate Governance and Executive Remuneration Systems, among other services.
- Even the best specialists need guidance as to the steps to take in their professional career. **Talent Search** is available to help.

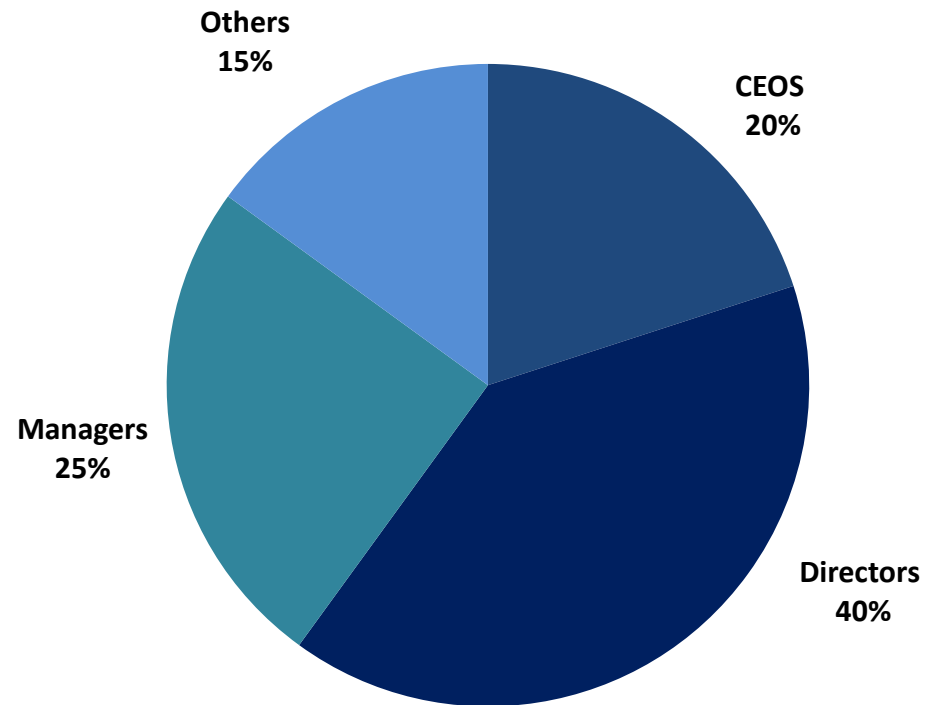
What do we do?

PROJECTS BY INDUSTRY



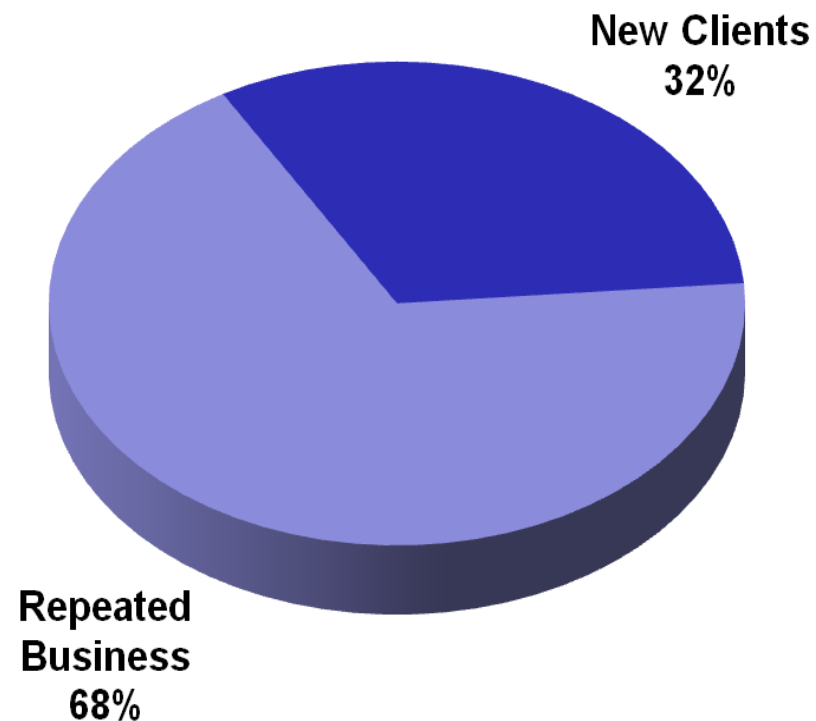
What do we do?

PROJECTS BY POSITION



What do we do?

PROJECTS BY CLIENT



What distinguishes us?

OUR COMPETITIVE ADVANTAGES



- We have a strong **know how of each Client business** and we can provide support from the definition of the organization structure up to the hiring of their key professionals.
- We have in depth knowledge in Angola through our Local offices.
- We **maximize the *RoT***® (Return on Talent) through counselling assignments after the hiring of the candidate.
- We develop **long term relationships** with our Clients and therefore we have very strict off-limits policies.

Where are we?

INTERNATIONAL PRESENCE



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