

Global Executive Search

Finding visionary leaders worldwide

The search for global talent

The success of organizations with a global vision requires leaders with particular insights, multicultural capabilities and flexibility. As higher education, healthcare and not-for-profit organizations globalize, each in its own way, their senior leaders must be selected with great care to be sure they can be effective in making critical decisions.

Witt/Kieffer's global executive search practice brings organizations worldwide more than 20 years of experience in the search for the best talent. Our work on behalf of leading education, healthcare and not-for-profit institutions in countries across the globe gives us a deep understanding of their mission, vision, strategy and leadership challenges. We serve clients ranging from well-established organizations that are engaged around the world to U.S.-based institutions poised to move onto the international scene.

We work with the best worldwide

Our search work focuses on senior leadership roles at the world's finest colleges and universities, academic medical centers, foundations, non-governmental organizations (NGOs) and other not-for-profit institutions. Leadership positions include presidents/chancellors/CEOs; provosts; deans of a wide range of areas including arts and sciences and business; vice presidents for health affairs; vice presidents of institutional advancement, and others. Among those are newly created positions designed to launch an international initiative or take an organization to the next level of global engagement, as well as well-established positions in institutions with long histories of international education.

Our consultants have developed a far-reaching network that identifies and attracts candidates from the best institutions spanning the globe. No other search firm is better prepared to evaluate candidate credentials and experience, as well as cultural competence.

International experience

Witt/Kieffer search consultants provide clients with insight based on our international experience, and support based on our extensive search expertise. Our on-the-ground experience includes assignments in Europe, the Middle East, Africa, Pacific Rim and Australia. We also work closely with institutions filling U.S.-based positions that have international responsibilities.

Within the global environment, we have served:

- Colleges and universities in the U.S. and abroad that are exploring new global models of education;
- Hospitals, health systems and academic medical centers in the Middle East and other areas;
- Not-for-profit global development organizations, NGOs, relief agencies, foundations and health-related organizations;
- Organizations seeking leaders who have deep global insights.

The Witt/Kieffer global search practice has matured in tandem with the international development of our clients. We will continue to explore expanding our reach to vital markets such as London, Beijing, Singapore and beyond, to deepen our expertise in the markets we serve.

The right leaders at the time

We know how to identify the best global leaders — individuals with an international perspective; substantial preparation for unique roles in the U.S. and abroad; and a fundamental appreciation for differences in cultures, societies and people.

We provide clients with advice about strategy, organizational structure, operations, governance, market positioning and other challenges. We establish a partnership with search committees to develop clear leadership expectations that are aligned with the professional qualifications and personal qualities essential to success.

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We are sensitive to safety issues that may arise during times of political upheaval and social unrest. We strive to keep the search moving forward and help alleviate candidate uncertainty by communicating confidence in the stability of the organization.

Understanding cultural competence

Witt/Kieffer consultants build on more than two decades of assessing the nuances of cultural competence. We evaluate each candidate's cultural readiness, particularly their understanding of both professional and personal roles outside of their native countries.

We partner with clients to identify each candidate's strengths and weaknesses in terms of both job performance and cultural "fit." Our thorough understanding of higher education and healthcare ensures that we meet client expectations for candidates who demonstrate both professional accomplishments and leadership.

Working across time zones

Partnering with organizations that are many time zones apart requires technology, tools and common sense. We make extensive use of phone and video as well as face-to-face meetings, seeking time and cost savings. We coordinate the logistics of bringing together people who may be located continents apart, and we stay in constant touch with search committees and candidates worldwide.

Representative international searches

- Aga Khan Health Services, Nairobi, Kenya and Dar Es Salaam, Tanzania
- Aga Khan Hospital and Medical College, Karachi, Pakistan
- Aga Khan Secretariat, Govieux, France
- Aga Khan University, Karachi, Pakistan
- American University of Beirut, Beirut, Lebanon
- American University of Sharjah, Sharjah, UAE
- American University of the Caribbean, Cupecoy, St. Maarten
- Georgetown University, Doha, Qatar
- Governor Juan F. Luis Hospital and Medical Center, Christiansted, St. Croix
- Hamad Medical Corporation, Doha, Qatar
- Mohamed and Obaid Almulla (P) Ltd., Dubai-UAE
- Northwestern University, Doha, Qatar
- Qatar University, Doha, Qatar
- Singapore Management University, Singapore
- United Arab Emirates University, Al Ain United Arab Emirates
- University of Queensland, Brisbane, Australia
- Weill Cornell Medical College in Qatar, Doha, Qatar

Our approach to search

At Witt/Kieffer, our clients commend us for our expertise in international search, our access to a global pool of executive talent, our sensitivity to cultural differences and our record of successful placements.

Witt/Kieffer's continuing commitment to excellence in executive search for more than 40 years ensures that our clients receive personalized service, a tailored approach to each assignment and superior outcomes. For more information, call 630/990.1370 or visit www.wittkieffer.com.