

# THE PIE EXECSEARCH

Executive search service for international education

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The PIE Exec Search is an **executive search service** specialising in international education jobs.



A sister division of global media brand The PIE News, The PIE Exec Search has over eight years' experience helping higher education institutions, private education providers and service sector clients around the world with their mid to senior level hiring needs.

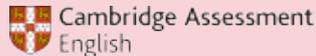
Our dedicated and experienced global account managers expertly understand our clients' needs related to a wide variety of senior, commercial, operational, partnership and marketing roles.

Since 2011, we have worked on over 200 roles in 16 countries.

# WHY THE PIE?

- ▶ We work globally and with all types of organisations across international education on mid to senior level positions.
- ▶ We can deal with discreet, off-radar searches or run supported campaigns.
- ▶ We benefit from a knowledge of and network within international education that generalist education recruiters cannot match.
- ▶ We think laterally – and have many satisfied customers to show for it.
- ▶ As part of our service, we can provide candidate mapping, advice on job specifications and guidance regarding psychometric testing via a trusted provider.
- ▶ Use us if you're recruiting to an important role and want the stress taken out of the process - we run everything for you from start to finish.

## CLIENTS INCLUDE:



# WHO DO WE WORK WITH?

We work with all types of organisations operating within international education and have placed candidates in a broad range of roles across the globe.



## ORGANISATIONS:

- Universities
- Language schools
- Business schools
- Pathway providers
- Examination boards
- Independent schools
- Event organisers
- Accommodation providers
- Professional services companies



## ROLE:

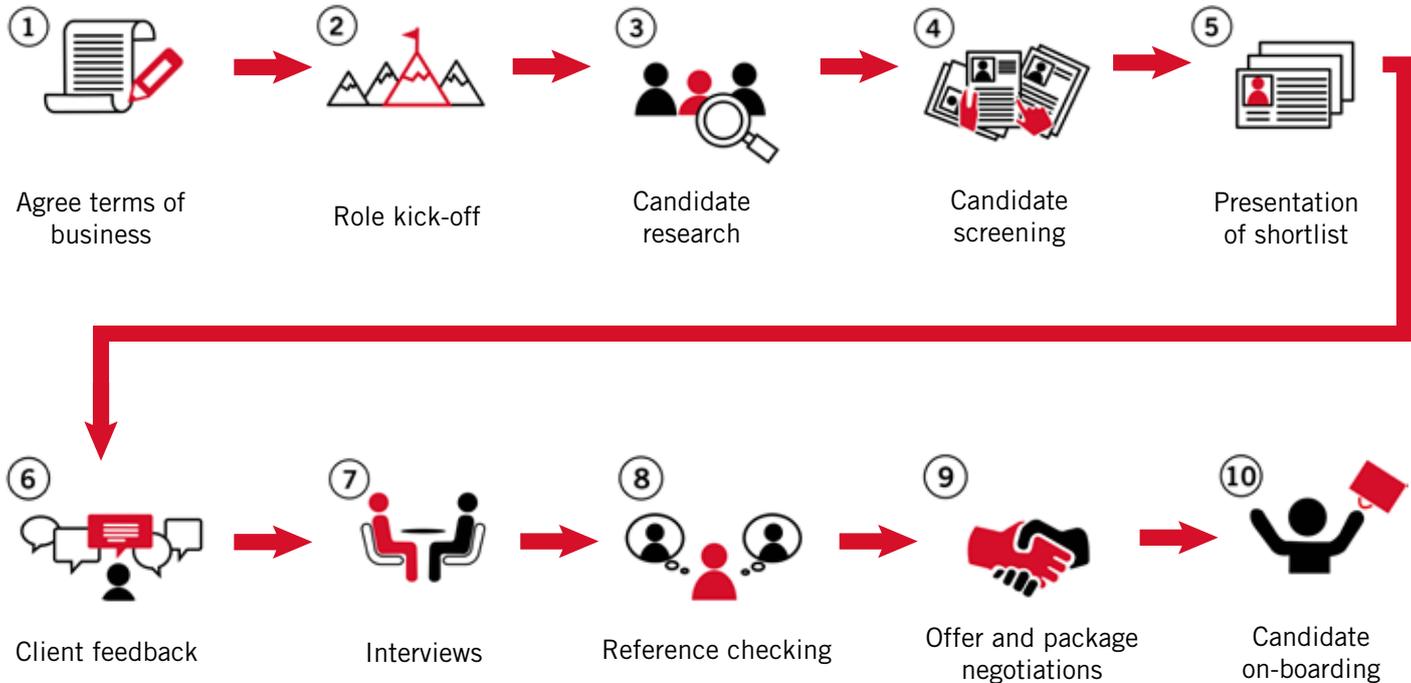
- Managing Director/CEO
- International Recruitment - all levels
- International Sales - all levels
- Operations - all levels
- Marketing/Digital Marketing - all levels
- Business Development - all levels (B2B/B2C/B2G)
- Academic leadership - all levels
- DVCI/PVCI
- International Admissions - all levels
- International Relations & Partnerships all levels



## REGION:

- USA
- Canada
- UK
- Ireland
- Europe
- South America
- East Asia
- South East Asia
- Africa
- Middle East

# HOW DO WE WORK?



# WHAT WE CAN OFFER

## ▶ MEDIA REACH:

We benefit from our media reach via [www.thepiejobs.com](http://www.thepiejobs.com) and [www.thepienews.com](http://www.thepienews.com), which have reached **3.1 million** people in seven years. We now have **90K visitors** to our website each month.

## ▶ REPUTATION:

We have gained a reputation as experts in the international education industry. We can help build diverse teams in different countries and recruit in complex regions. Candidates come to us because they know we can provide them with the best options in the market.

## ▶ ADVERTISING:

We utilise local job boards if required, with the added value for our clients of free advertising on our own Jobs Board.

## ▶ HEADHUNTING:

For all roles we run an extensive search campaign using our vast industry network to approach candidates directly. We are able to access high calibre individuals who are not actively seeking a new position, but who could be interested in learning about a career opportunity.

## ▶ SOCIAL MEDIA:

We have **58K followers** across our social media channels, and this reach enables our consultants to connect to a vast number of candidates across the sectors we recruit for.

## ▶ MARKET KNOWLEDGE:

The extensive market knowledge our consultants have is invaluable when sourcing candidates. They have in-depth knowledge of candidate availability and movement within the market, and the skill sets required for success.

# FEES & TERMS

To take on a role, we charge 9% of the anticipated salary upfront (non-refundable). Clients are then allocated a dedicated account manager and we undertake an extensive search on your behalf. Before a short list is presented, a further 9% of the anticipated salary (non-refundable) is charged.

Both fees are deducted from a final commissionable fee of 27% of the annual salary.

The final commissionable fee is only payable upon successful hire and invoiced on employee start date with the usual refund-or-replacement terms.

**The PIE Exec Search works as an exclusive partner for all roles, and we are happy to include internal or other referred candidates as part of our process.**

# THE TEAM



AMY BAKER

CEO

Amy is an international education expert with over 20 years' experience in the industry. As MD of The PIE, she divides her time between recruitment and editorial work for The PIE News website and The PIE Review magazine. Since setting up The PIE in 2011, Amy has developed a reputation for being able to identify exactly the right profile of person to suit an organisation operating in the international education sector. She has a BA in Journalism with French from City University.



HADIL  
EL-AGAMI

Global Account  
Director

Hadil has worked at The PIE Exec Search since 2014. Prior to that, she was an international education consultant for a UK-based education agency. She has successfully placed numerous candidates into senior executive, academic management, sales, marketing and business development roles. She is of Egyptian descent and bi-lingual English/Arabic, and has a BSc in Business Administration with a specialism in international marketing.

# THE TEAM



ANDERS  
NORMAN

Account Manager  
and Operations

Andrew has worked in a multitude of tech startups, across different industries, in customer experience, operations, social media and recruitment. His positions have included Head of Customer Experience & Community and Social Media & Operations Lead. Having worked in various working cultures, he is a huge advocate for recruiting the right people and placing them in the right roles for the best company and culture fit.



DAMLA  
ERCIYES  
BAKER

Account Manager

Originally from Turkey, Damla studied Linguistics and English literature, and has a certificate in teaching English. After working for 7 years as a senior education consultant recruiting Turkish students for EFL programs all around the world, she moved to London in August 2017, when she worked with International House London looking after Turkey and MENA. She joined The PIE in April 2018.

## WHAT OUR CLIENTS HAVE TO SAY:

*The PIE Exec Search provided excellent service, executing a search for a position in the IES Abroad Chicago office that required significant international marketing experience. The quality of the candidates was very high. Candidates were located around the world, all with experience that fit our needs perfectly. The final candidate has been an excellent fit culturally, and with the knowledge and experience required. Our account director listened well, communicated regularly with IES Abroad, and challenged us when we needed to be challenged. She then delivered an exceptional roster of candidates.*



**Richard Bartecki**  
EVP Marketing  
IES Abroad,  
USA

*What seemed like impossible “asks” at the outset soon became a reality as The PIE Exec Search presented us with a shortlist of qualified and genuinely excited candidates for both roles. We made successful appointments in both roles and the experience and executive leadership within our business has been considerably increased. I can’t thank The PIE Exec Search enough for finding us two needles in a haystack, without compromise.*



**Adrian Mutton**  
Founder/CEO  
Sannam S4,  
UK/India

# CONTACT

To discuss your recruitment needs and to make an appointment with us, email [hadil@thepieexecsearch.com](mailto:hadil@thepieexecsearch.com) or call +44 (0) 208 133 1217

## WHAT OUR CLIENTS HAVE TO SAY:

*I was very impressed with the amazing results of the search which lead to three exceptional candidates. Collaboration from beginning to end was professional and reliable as well as pleasant and congenial. Timely response and engaged commitment made it a delight to work with The PIE team. The PIE's in-depth knowledge really helped to get us the right people.*



**Britta Baron**

Vice-Provost and Associate Vice  
President (International)  
University of Alberta International,  
Canada

**THE PIE**   
Professionals in International Education

**THE PIE**  **EXECSEARCH**

[www.thepieexecsearch.com](http://www.thepieexecsearch.com)