Company Profile

ANTAL INTERNATIONAL NETWORK

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WHO WE ARE

ANTAL INTERNATIONAL NETWORK is a global executive search and international recruitment company recruiting talents in a range of sectors and skill functions at the middle to senior levels. The company is a market leader in EMEA, Asia and has recently added USA through a strategic alliance with Search Path International (SPI) which has significantly increased its global reach. Overall, we have 120 offices in nearly 30 countries and spanning 5 continents. Ghana is the fifth African office. Since 1993, Antal has made 30,000 placements in 75 countries, providing recruitment solutions in various search and recruitment assignments. We are the fastest growing mid to senior level recruitment company in the world.

As a comprehensive supplier in Executive recruitment for mid to senior levels, *Antal Ghana aims to provide a high quality global recruitment services locally to companies in Ghana and Africa at large, operating across selected sectors and disciplines with our diverse team of Top Recruitment Consultants, to become Ghana's number one executive recruitment company.*

We seek to find top talented individuals who are already achieving way beyond the norm, for local Ghanaian Companies, multinationals and SMEs. These top talents are so important for companies' future and we have the relevant skills and experience in recognising and recruiting them. You can have the best ideas in the world, but if you do not have the best people to implement them, you cannot succeed as a company. We can exactly and completely take care of the recruitment needs of CEOs and employers in Ghana, using our recruitment knowledge, search skills, proven head-hunting and selection methodologies, with knowledge and experience of your industry to deliver a truly value added service.

Our global network adds a huge amount of value to our clients and candidates. We actively share best practices, ideas, visions, clients and candidates. What this means is that we can find RISING STARS. These are people who are able to create positive impacts wherever they go and bring tangible results for their employers through achieving exceedingly above their given targets and thereby makes companies much more competitive both locally and internationally.

We can identify all Ghanaians locally who have performed excellently in their roles, bring back home Ghanaians abroad who have wealth of experience and deploy such rich experiences in Ghanaian and multinational companies here in Ghana. We can also use our extensive global network to access expatriates who are in demand in the Ghanaian business world to bring their expertise to bear for the benefit of the companies that employ them.

Antal International is ranked in the Top 10 Global Search & Selection organizations by the Herald Tribune and achieved ISO 9002 accreditation in 2001. Past success include Fast Track 100 Status, Best International Recruitment Firm, Recruiter Awards for Excellence, Exporter of The Year, GRowthPlus 500 as well as being recognized in the BT Vision 100 list of Europe's Visionary companies and finalist in the 2004 and 2005 HSBC Award for Excellence.

Listed on 2001 europe's 500

Europe's GrowthPlus 500

Listed on 2001 europe's 500

Europe's GrowthPlus 500

PROFESSIONAL Recruiter 2002 AWARDS FOR EXCELLENCE

Best International Recruitment Firm

vision 100

BT Vision 100

Board of Directors of the Group

1. Tony Goodwin: Founder and Chairman
2. Doug Bugie: Chief Executive Officer
3. Graeme Read: Group Managing Director
4. Liz Kilford: Franchise Development Director
5. Sarah Jones: Operations Director

Managing Director of Antal International, Ghana

Janice Tagoe

Director's Background

Janice Tagoe has BA (Hons) Business Studies and MBA International Business from the University of East London, UK. Prior to that, she worked as a Professional Teacher for 8 years and a Hair Care & Beauty business owner for 5 years simultaneously. She found passion for Executive Recruitment from studying about Expatriation and Repatriation as part of her MBA programme, and has since become an Executive Recruiter by joining *Antal*

International Network through purchasing a recruitment franchise for operation in Ghana. She discovered talent shortages have reached global levels, and has consequently taken the challenge to work strategically with leading and reputable companies to brainstorm and suggest solutions together to meet the unprecedented need for global champions. With her unique entrepreneurial ability, knowledge and analytical skills, she provides business coaching to clients to help them recognize and resolve their recruitments and training needs for effective business improvement.

Our Vision

We will build a fully integrated global management recruitment business, created on the principle of sharing information, knowledge & experience for the benefit of our clients & candidates

. A Credible History

In the early 1990's our CEO & Founder Tony Goodwin had the mission to grow a:

- Global recruitment business.
- At the mid to senior level.
- Operating across all sectors & disciplines

Our Values

Antal International's teams of Consultants and Managers live our corporate values, they include:

- Accountability – we offer a repeat assignment guarantee on retained searches.
- Knowledge – we pool knowledge, experience and global resources for your benefit.
- Integrity with our staff, stakeholders, clients and candidates
- A "can do" attitude – 100% client focused
- We do not over commit, we commit to deliver
- Partnering Ethos – we value the long term relationship and are values driven
- People matter – when two corporations interact, it is the people who make things happen
- We never loose sight of the fact that staffing is fundamentally a people business, placing people who will interact with your existing staff, clients and customers and who will perform within your culture
- Continuous improvements in quality and efficiency of process

Geographic Coverage

Antal International has fully staffed offices in the following countries and placed talent in over 75 countries.

ALGERIA	INDIA	RUSSIA
AUSTRIA	IRELAND	SAUDI ARABIA
AUSTRALIA	ISRAEL	SERBIA
AZERBAIJAN	ITALY	SHANGHAI
BAHRAIN	IVORY COAST	SINGAPORE
BELGIUM	JAPAN	SLOVAKIA
BRAZIL	KAZAKHSTAN	SLOVENIA
BULGARIA	KENYA	SOUTH AFRICA
CAMDOBIA	KOREA	SPAIN
CHINA	LATVIA	SWEDEN
CIS	LEBANON	SWITZERLAND
CROATIA	LITHUANIA	TAIWAN
CYPRUS	LUXEMBOURG	TANZANIA
CZECH REP	MACEDONIA	THAILAND
DENMARK	MADRID	TUNISIA
DUBAI	MALAYSIA	TURKEY
ESTONIA	MEXICO	UAE
EGYPT	NETHERLANDS	UK
FINLAND	NIGERIA	UKRAINE
FRANCE	NORWAY	USA
GERMANY	PAKISTAN	UZBEKISTAN
GHANA	PHILIPINES	VIETNAM
GREECE	POLAND	YUGOSLAVIA
HONG KONG	PORTUGAL	ZAMBIA
HUNGARY	ROMANIA	ZIMBABWE

This enables us to resource better-fit candidates and within shorter timescales, understanding the requirements and your environment

more fully. Antal International has delivered to clients in the countries shown above.

Some Of Our Offices

Belgium	*Brazil*	*Bulgaria*	*China*
Croatia	*Czech Rep.*	*England*	*Egypt*
France	*Germany*	*Ghana*	*Hungary*
India	*Ireland*	*Italy*	*Luxembourg*
Netherlands	*Nigeria*	*Philippines*	*Poland*
Romania	*Russia*	*Scotland*	*South Africa*
Spain	*USA*		

Functional Capabilities & Sector Specialism

Antal Ghana is a one stop shop with a diverse team of Executive Recruitment Specialists, recruiting talents in all functional areas. Our consultants are dedicated to particular Sectors of industry – their "specialisation" or "practice" - in addition to being Discipline / Functional focussed.

The benefits to you are a unique overview of your sector and the key talents within it with cross-sector teams cooperating to bring new talent in. The team in Ghana cover the following industry sectors and disciplines:

DISCIPLINES	SECTORAL SPECIALIZATION
Finance & Accountancy	Business & Financial Services: Banking, Insurance, Investment etc
Human Resources/Capital	Media and Creative Services
Sales & Marketing	Engineering
Information Technology	Pharmaceutical
Project Management	Manufacturing
Operations & Technical	Mining
	Telecoms/ICT
	FMCG
	Real Estate & Construction
	Hospitality, Travel & Tourism
	Energy, Oil & Gas
	NGOs and World Organisations

We can truly add value over & above traditional recruitment, adding significant value to the process by sharing our information, knowledge & experience. Global recruitment knowledge coupled with know-how gained from "in-the-field" career history, strong educational backgrounds plus a global network of shared intelligence and resources enables us to offer recruitment expertise.

Many of our team have been where you are today and have recruited for and then managed or in some cases even done the role you require filled. ***A unique insight.***

Range of Services & Solutions Centre

We deliver on:

- Single recruitment projects
- Volume recruitment projects
- Setting up Resourcing Teams
- Deploying Recruitment Process Outsourcing (RPO)
- Provision of Contract workers and Management teams.

With Our

Local and International expertise

Local team with linguistic & culture affinity to your company and the local market

One point of contact.

Effective project management ability

Seamless national, international and cross-border talent searches

Where requested, Personality and Role profiling to gain a "better fit" hire, reducing your staff turnover

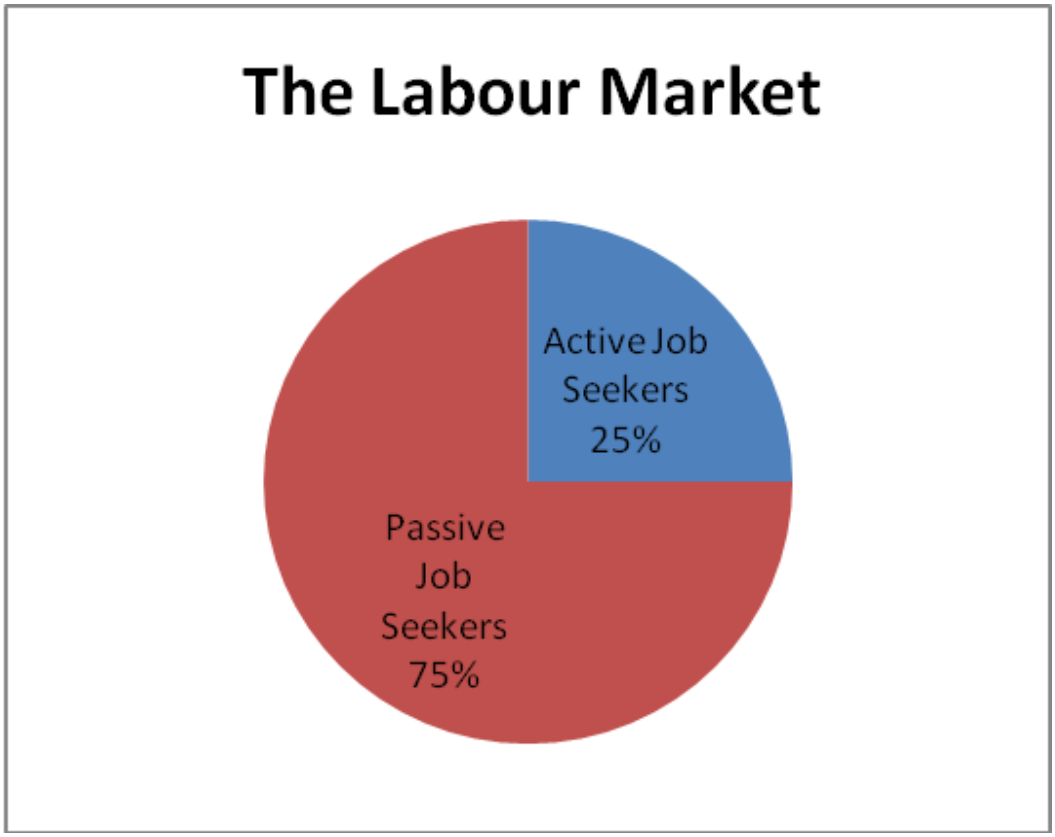
A managed global Talent Pool and track record in sourcing talent

Our Delivery Methodology

Antal uses the four way methodology:

- Selection – Advertising:
  - Various methods of advertising across numerous forms of media
- Worldwide Web- Advertising & Search:
  - Advertise vacancies across the Worldwide Web to a particular target audience.
- Search – Headhunting
  - A selection of sourcing methods to secure the right candidates
- Antal Portfolio:
  - Using the Antal Network to source candidates across the globe

THE ANTAL DIFFERENCE



To make placements, we at Antal, engage a 100 per cent search of the labour market, sourcing both Active and Passive job seekers. Passive Job Seekers are people who are currently working and are above average performers

in their current roles. These people normally do not actively look for job because they are happy wherever they are. Passive Job Seekers are also very busy and may not go out on the job market in search for career opportunities even though they might be ready for their next career move. They form 75 per cent of the whole labour market. Our delivery methods deployed are Headhunting, Selection, Worldwide Web Mining, Antal talent pool and Advertising. A combination of any two or three of the above yields best results. Also in Antal Executive Recruitment, 60 per cent of our RISING STAR candidates sourced are directly headhunted from this segment of the labour market, and have the requisite skills and experience.

Who we work for

Our clients range from Fortune 500 organisations to smaller SME's. We provide clients with talents to help them compete in their own domestic markets, to implement their general expansion plans and above all support their growth strategies into other markets with the best people.

Antal has made more than 30,000 placements in 30 countries in the past 17 years. We are able to capitalize on expatriates and Ghanaians returning home with volumes of experience gained internationally, and to find you top performers within the Ghanaian labour market.

Some of Our Clients in Ghana

Our Clients Worldwide

GE Aircraft Engines
vodafone
SIEMENS
Honeywell
gsk GlaxoSmithKline
United Technologies
CAT®
PANDUIT
MATTEL
Coca-Cola
UNISYS
LAFARGE
NOKIA Connecting People
TELE2
XEROX
Cisco Systems
shl PEOPLE PERFORMANCE
Standard Chartered
Credit EuropeBank
BANK OF ENGLAND
BARCLAYS
HSBC
BBC
ERICSSON TAKING YOU FORWARD

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