



API-NETWORK.ORG



Your global partner for strategic talent acquisition & assessment

Founded in 2009, A.P.I. is a global association of highly experienced Executive Search and HR Consultancy firms, bound by a common set of values, proven methodologies and a rigid code of professional and ethical conduct.

Each A.P.I. associate office around the world has a first rate track record as an independent company in its local market and, together, we are able to tackle even the most complex multi- country or international executive talent acquisition and assessment projects and deliver consistently excellent results.

API-NETWORK.ORG



ALLIANCE PARTNERSHIP INTERNATIONAL

OUR OFFICES

AFRICA

South Africa – Johannesburg

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Spain – Madrid, Barcelona

Sweden – Stockholm

UK – London

Netherlands – Amsterdam

Turkey – Istanbul

A.P.I. MEMBERS





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Ad Astra Consultants stands as a beacon of growth and professionalism in the HR Services sector. As a fast-expanding firm, we pride ourselves on delivering tailored HR solutions to a diverse range of clients, from multinational corporations to burgeoning growth companies. Our global footprint extends across nine locations, powered by a robust team of over 300+ dedicated professionals.

Our expertise encompasses a body of HR services including Executive Search, Recruitment, Staffing, HR Consulting, and Recruitment Process Outsourcing (RPO) solutions. Our approach is highly client-centric, ensuring that we meet the unique needs of each organisation we partner with.

At Ad Astra Consultants, we are driven by the ambition to connect talent with opportunity. Our mission is to enable our clients to meet their talent demands efficiently and effectively, thereby fostering their growth and success.

JAYANTHI YESWANT KUMAR
Founder and Director

ADASTRACONSULTANTS.SG
ADASTRACONSULTANTS.COM



Established in 2006, our Saudi company has been dedicated to providing executive recruitment, recruitment process outsourcing, and talent assessment services. Over the years, we have had the privilege of working with esteemed local groups and multinational organizations, offering a diverse range of recruitment solutions.

Adroyts' primary focus is to cater to corporate clients in v and other GCC markets by connecting them with highly experienced professionals across various key sectors. Having served over 300 top organizations in Saudi Arabia, we continuously strive to expand our reach and provide exceptional service.

We pride ourselves on fostering personalized relationships with our clients, achieved through an exclusive team of specialists dedicated to their specific needs. Each assignment presents a new challenge that we approach with diligence, care, and a commitment to constant improvement. Our unwavering dedication to delivering complete satisfaction serves as a benchmark for the quality of our service.

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Founder and Director

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ALEXANDER WHITEHEAD EXECUTIVE SEARCH

Alexander Whitehead Executive Search (Alexander Whitehead) is a boutique executive retained search firm providing advisory services to our clients in the areas of Board, C-Suite executive, and senior management search.

Alexander Whitehead was established in March 2013 by Managing Partners Michael Alexander and Terry Whitehead who have a combined 30 years of search experience in the natural resource sectors. We specialize in the industrial space and have a deep understanding of the natural resources sector, specifically the mining, forestry, and manufacturing industries. Industries Served: Forestry, Mining, Industrial Manufacturing, Renewable Energy.

ALEXANDER WHITEHEAD EXECUTIVE SEARCH

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ALTOIMPACTO

Founded in 1998 Alto Impacto specializes in helping companies improve their business results by increasing organizational efficiency, while positively affecting their culture and work environments, helping them with talent sourcing and management, and working closely with their leaders and executive teams. For almost 20 years Alto Impacto's Senior Consultants have supported local and international firms in various industries, in their processes of cultural and organization transformation, executive search and talent assessment, recruitment and selection, succession planning and leadership development.

Alto Impacto's philosophy is based on using the most advanced scientific tools, processes and methodologies in order to improve our clients' competitiveness and efficiency at local, regional and global levels.

RODRIGO DEL CAMPO
Executive Director



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MEXICO



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GRUPO ALTO POTENCIAL is a 100 Mexican company with fifteen years of experience in the market, serving more than 24 sectors nationally and internationally.

Our mission is to establish long term relationships with our clients, by unloading and venting on us their specialized Human Capital functions from the attraction and selection of talent, impacting from the operational base to the management, as well as special Human Resources projects.

Immersed in the Digital and Artificial Intelligence era, we consider, today more than ever, Human Capital and the formation of cheerful, empowered, diverse, agile and versatile work teams, as the most important differential of an invincible Organization, as well as the most valuable and irreplaceable resource of any Organization.

Our robust and experienced team of consultants, following the guidelines and strategies of the unique methodology created by our director and executed in an artisanal way, offer added value in talent attraction strategies, compensation analysis, and organizational development, among others.

ALICIA LUNA RODRÍGUEZ BUCHELI
Managing Director

GRUPOALTOPOTENCIAL.COM



ALLIANCE PARTNERSHIP
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ETHIC HR

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TURKEY



Ethic HR is a boutique human resources consulting firm for delivering tailor made recruitment, head hunting, salary surveys, employee satisfaction surveys and HR consultancy services since 2002. We differentiate from mass recruiters by trying to understand customer first by its business, core competencies and values. We deliver efficient services in time frames beyond expectations. All the candidates at short list are interviewed by experienced consultants and owner of the company.

We have values like respect to diversity, strict confidentiality, impartiality, and equal opportunity. Although we are a customer focused company, we represent great respect to candidates. Adhering to these norms and international recruitment projects, our firm offers “recruitment and training” services to clients. Our focused industries are; IT, Software, Mining, Fintech, Pharmaceuticals, , Retail, FMCG, Cosmetics, e-commerce and Energy.

ÖZLEM ÇAYLI AND MUSTAFA KARABEKMEZ
Managing Partners

ETHICHR.COM



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GERMANY

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HERBOLD FISCHER ASSOCIATES

Herbold Fischer Associates is recognized as a leader in Executive Search recruiting at Chief Executive, Director and Senior Manager level in Germany.

Supported by a network of associates throughout the world, our goal is to focus our efforts on delivering value to both our clients and to our candidates.

We take pride in the enduring relationships which have evolved over the years of accrued professional experience with clients ranging in size from start-ups, to large multinationals. With two thirds of our assignments stemming from existing clients and the majority of the balance resulting from recommendations, our high level of success is evident.

HEINER FISCHER
Managing Partner

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UNITED STATES



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In the end, it's all about your people, your team, and your culture. Your basis for success. At KMR we understand the critical importance of having the right people in the right roles in order to achieve the perfect balance for your organization's success. We have a deep understanding of what employees and employers are seeking, and we utilize our in- depth search process to bring the two together. As important as experience, background, and skill sets are in assessing a prospective new employee, at KMR we believe that fit and culture are equally critical components to identifying and hiring the next management team member who will positively impact an organization.

Our experience includes C-Suite, senior, and middle management search assignments within the market sectors of Healthcare, Financial Services, Manufacturing, Information Technology, Consumer Products, and Non-Profit, among others. Our clients rely on KMR to deliver the highest caliber talent and to do so with trust, honesty, and transparency.

We are more than recruiters we are partners and advisors.

KEN MCGOVERN
President

KMRSEARCH.COM



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**BELGIUM
LUXEMBURG
NETHERLANDS**

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M18 is a Benelux recruitment consultancy that offers Executive Search, Talent Recruitment and Interim Management services. We are specialized finding medior to senior talent in Sales, Marketing and General Management. We recruit for multinational- and large corporate clients, larger SMEs, as well as for NGOs. Founded in the year 2000, M18 combines the best of both worlds: the professional approach and strong methodology of a corporate environment with the flexibility and human touch of a boutique consultancy.

It is our mission 'to contribute to the growth and happiness of others', meaning our clients, candidates, the M18 team as well as our personal environment. How do we achieve our mission? By focusing on our core values:

- Going for the long haul – we build long term relationships
- Unstoppable – ain't no mountain high enough
- Straightforward – we are open and honest in our communication
- Eye for people, heart for the match

VIVIAN SAJET
Founder & General Manager

M18.EU



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SPAIN
PORTUGAL



Master Consulting

Master Consulting, founded in 1984 in Spain, focuses on offering HR Consulting Services, particularly in the search for Managers, Directors and Key Professionals.

The Firm uses its professional expertise to help all types of companies, from large multinationals, to family-run businesses. We undertake searches in all functional areas of the organization and in all the economic sectors.

Master Consulting is a founding member of Alliance Partnership International. The Firm operates out of Barcelona, Lisbon and Madrid.

SANTIAGO TARIN PUIG
Founding Partner

MASTERCONSULTING.ES



**ALLIANCE PARTNERSHIP
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NICHOLSON

HEADHUNTING

Founded in 2006, NICHOLSON HEADHUNTING is a leading boutique firm in executive search, and the exclusive Alliance Partnership International affiliate in Argentina.

Located in Buenos Aires, we provide the best practices of a global search company, combined with the entrepreneurial responsiveness of a boutique firm. We serve the recruiting needs of well-known clients, working across all industries and functions. We specialize in the recruitment of C level, Senior and General Management. Over 80% of our engagements are repeated business, which is testimony to our result-driven approach, working in a proactive and trusted partnership with our clients. Our work is governed by the highest standards of quality and ethics.

We're specialized in Agriculture, Consumer Goods & Retail, Healthcare & Wellbeing and Professional Services.

MARÍA NICHOLSON
Managing Director

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ARGENTINA



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JAPAN

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RYZE Consulting K.K. is a Japan based recruitment consultancy committed to strong customer service and outstanding results. We specialize in finding talent that will make an impact for our clients, whether they are just starting up in the Japanese market or already established and growing. We focus on leadership, sales and client-facing roles, making it our purpose to identify the most suitable high-calibre candidates by continuously cultivating our expanding network and building on our market expertise. Our professional and dedicated team has an average of 15+ years of experience recruiting in Japan with excellent track-records of success.

At RYZE, we pride ourselves on our personalized approach and flexibility towards each of our clients. We offer various search options to best fit the needs for your search which include Retained, Contingency, Exclusive Contingency and other flexible models. We're keen to work together to help you overcome any hurdle you are coming up against.

Our Beliefs

- Passion - We have a passion for recruiting and take great pride in the impact of our work.
- Trust - You can count on us every step of the way.
- Integrity - We hold the highest standards of ethics, honesty and professionalism.
- Performance - Be easy to work with and let the results speak for themselves.
- Personal - You can expect us to have a strong understanding of your needs.

BILL DELORME
President

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SOLUTIONS & PERFORMANCES

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FRANCE

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Solutions and Performances, founded in 2009, is a distinguished company specializing in IT, IT advisory, Corporate Finance Banking, and HR services. With more than a couple of decades of experience, each consultant has established himself as an expert in his own field. The company boasts a senior team comprising seven dedicated professionals who bring a wealth of knowledge and expertise to every project.

One of their primary areas of focus is assisting international organizations in addressing their hiring challenges. Solutions and Performances excel in identifying, assessing, and delivering top-tier talent for various roles within these organizations. Their deep understanding of the IT, Advisory, Corporate Finance, Banking, and HR sectors enables them to match candidates perfectly with the unique requirements of their clients.

In an ever-evolving job market, Solutions and Performances' consultants stand out for their commitment to excellence. They prioritize a personalized and comprehensive approach, ensuring that each client's needs are met with tailor-made solutions. With a track record of success, this company is a trusted partner for businesses seeking exceptional talent.

THIERRY GAUDIN
President

SOLUTIONSANDPERFORMANCES.CO



ALLIANCE PARTNERSHIP
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SWEDEN

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Svennerstal & Partners AB, a Management Consulting firm established in 1974, has extensive experience in developing leadership and organizations with documented tools and methods leading to outstanding results.

Our core competence is focused on Leadership Assessment, Coaching and Team Building. The Firm has performed over 20.000 leadership assessments in both the Public and the Commercial sectors, worldwide.

This experience provided us with a good bench marketing in Assessments and a solid knowledge about what characterizes a prominent leader. We also perform Board Search assignments and Assessments. Project teams are tailor-made in order to meet the unique requirements of each client. Finding the right leaders, developing talent and fully utilizing competencies are important success factors for all organizations.

HÅKAN SVENNERSTÅL
CEO and President

SVENNERSTALANDPARTNERS.COM



Built on many years of experience, proven expertise and methodologies in executive search and leadership consulting, and on the understanding of labour market trends and future of work expectations, Personally aims to help companies and candidates to realize their growth opportunities.

Through identifying strengths and improvement areas, developing an agile and resilient approach, stimulating change competencies we can help boost competitiveness on both individual and organizational level.

Personally strives to create value both for clients and candidates and maximize client and candidate experience during the selection process.

Personally is licensed in major international psychometric test systems, including HOGAN, the GAME CHANGER Index, Cubiks and SAVILLE.

We cover industries as Consumer Goods & Retail, Financial Services or IT & Telecom.

Eva Gombás
Managing Partner

[YOURPERSONALLY.COM](https://www.yourpersonally.com)

PERSONALLY

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BRAZIL

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TALENT SOLUTION

Founded in late 2004, Talent Solution is a firm owned/managed by Senior multicultural Consultants, with many years of experience in Executive Search, Assessment, Coaching, Mentoring and Special Projects; in global leaders in their fields and practices. The Partners of the firm have a solid knowledge and understanding of all main functions and all sectors of the economy.

Special Projects include: mapping of organizational structures and/or talent from competitors' specific areas; fronting in the hiring of Senior Executives; benchmarking of entities; conflict resolution in the workplace and mediation in disputes between shareholders.

With the exception of Coaching, all of our projects are always executed by two Partners; this practice has proven to be effective and a competitive advantage in terms of higher quality, speed and accuracy. We focus on projects at the Board, Director and Senior Manager Level functions.

PETER MASON
Founding Partner

TALENTSOLUTION.COM.BR



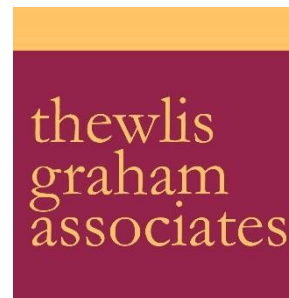
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UNITED KINGDOM



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Based in London, Thewlis Graham associates is an international Executive Search Consultancy recruiting at Chief Executive, Director and Senior Manager level.

As a team, Sarah Thewlis and Robert Graham have over forty years' experience as leading Executive Search consultants, a reputation for excellence and a passionate commitment to client satisfaction that extends beyond everyday boundaries.

Our executive recruitment covers comprehensive services across a complete range of sectors including Charities, Professional Services, FMCG, Leisure/Travel, Logistics, Manufacturing/Industrial, Not-for-profit, Pharma, Regulatory and Professional Bodies and Retail.

ROBERT GRAHAM
Partner & Director

SARAH THEWLIS
Partner & Managing Director

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ITALY

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Our network and experience at Villa & Partners Executive Search have deep local roots, but have been exposed to significant international experience. This is why we are able to add value in assisting companies operating in Italy and throughout Continental Europe.

Villa & Partners Executive Search aims to be the ideal partner creating the match between offer and demand of managerial skills, compared to other so called "consulting" business models less caring of our domestic market's peculiarities and needs.

This makes Villa & Partners Executive Search the Italian market talent search specialist, with a global reach through an international network.

VITTORIO VILLA
Founding Partner

VILAANDPARTNERS.COM



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WATERSHED
CONSULTING

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Watershed Consulting is a quality-focused recruitment agency with over 20 years of connecting, curating, and cultivating talent for the right job. We prioritize finding the right fit for both our clients and candidates, taking the time to build relationships and understand the company culture. Our tailored interviewing methods and emphasis on longevity ensure that our candidates have the necessary qualifications and are valued assets. We go above and beyond to provide high-quality service and results, making us a trusted partner for our client's recruitment needs.

Overall, we make short work of any industry, providing the perfect fit for each position. Our full-time jobs are filling yours, and we have consistently exceeded our client's expectations.

As one of our satisfied clients has said, "It is indeed always a pleasure to deal with Carole and her team, as I know the vacancies will be filled with candidates that will excel in the organization."

CAROLE CRAGGS
Managing Director

WATERSHEDCONSULTING.CO.ZA

SOUTH AFRICA



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