Hunt Scanlon GLOBAL 40

How to sell international search projects?



Talentor

HOW TO SELL INTERNATIONALLY

Two ways to spot a cross-border opportunity

A Look outward

Check your local clients to see if they might have recruitment needs (or subsidiaries) abroad.

AND

B Look inward

Check contacts in the home market of customers who came to you from abroad. Ideally, recommend the local Talentor partner.



Your six-step playbook

1 Research

Review the customer's website, network, and industry news for international activity.

2 Map the overlap

Match their footprint to the Talentor network — and ask Talentor International about cooperation partners too.

3 Find the decision-maker

Reach out to the company and identify who owns international hiring.

4 Use your reference

Your contact and the project become proof points whenever possible.

5 Tell the story

Present the Talentor story with confidence and clarity.

6 Call for backup

Talentor International is always ready to support sales and represent the network's strength.

IMPORTANT: *we also have cooperation partners not (yet) partners of Talentor – ask the Talentor International team.*

Talentor Partner Locations



North & South America

Brazil
Canada
Mexico
United States
(Boston & San Francisco)

Europe

Austria
Belgium
Bosnia and Herzegovina
Croatia
Czech Republic
Estonia
France (2 P)
Germany (4 P)
Hungary
Ireland
Italy (2 P)
Latvia
Lithuania
Netherlands
Norway
Poland (2 P)
Romania (2 P)
Serbia
Slovenia
Spain
Sweden
Switzerland
Turkey
United Kingdom (2P)
(Edinburgh/ Glasgow, Manchester/ Cheshire)
Ukraine

Africa

Morocco
South Africa
+19 countries in Africa

Asia

China
India (2 P)
(Bangalore, Mumbai, Pune)
Japan
Malaysia
Singapore (2P)

Middle East

Saudi Arabia
United Arab Emirates

Australia

Brisbane
Melbourne
Sydney

Cooperation Partners

We have a lot of contacts around the world! *Please ask Talentor International for contact details.*

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Best practices examples

Germany - Norway
Norway – UK and South Africa
China – Czech Republic
Sweden – China
India – Germany

Austria - Italy
Netherlands – Belgium
Sweden – Singapore
Austria – Hungary
Czech Republic - Colombia

Success factors:

- **direct communication** between client and performing partner – moderated by referring partner
- **Transparency** and management of (client) expectations
- **Using the market know-how** of the performing partner about talent market and compensation levels.
- **streamline the recruitment process** between the parties - ensuring consistency and efficiency
- Immediately **raising a red flag** when things start heading in the wrong direction



Project Buyer
Czech Republic & China



About the client

A company **specializing in renewable and sustainable energy that innovates in solar electricity** in the regions of Europe and Latin America.

The company was founded in 2010 and is looking now to expand to a new market: **China**.

What did the client need from Talentor?

- **Project Buyer** who works independently and remotely from China.
- Entering a new market the client also needed consultancy in understanding the market

Challenges in the project

- a strong independent candidate with a very proactive attitude.
- crossing barriers, since we had to introduce the company to a new market: China

Global HSEQ
Norway & South Africa & England



About the client
An industrial company located on the northwest coast of Norway that offers a comprehensive range of engineering solutions.

What did the client need from Talentor?
Global HSEQ (Health, Safety, Environment, and Quality) Performance Director

Challenges in the project

- As a small country in Northern Norway with a **unique culture**, it was crucial for our client to communicate the importance of their **company culture and values effectively**.
- To ensure a thorough understanding, we arranged for the customer to meet all Talentor Partners' teams, allowing for **direct interaction and questions** with those in charge.
- To facilitate smooth communication, we established a **common group session and held separate startup meetings** with each team to set expectations and agree on timelines.

HSE-Consultant
Norway & Germany



About the client
An innovative company from Oslo (Norway) within the energy value chain sector since 2012.

What did the client need from Talentor?

The client was looking for an **HSE Consultant who would give temporary advice with regards to Health, Security and Environmental aspects** as part of the construction project for a new LNG terminal in Germany.

Challenges of the project

- temporary consultancy (Interim solution) sometimes diffcult to find
- speed in the search process was crucial
- specific client/ market and expectations

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Sales Manager
Latvia & England



About the client: Who is Livonia Print?

Livonia Print is a group of specialists in the production of high-quality books, including hardcovers, paperbacks, journals, and other printed materials for publishers worldwide.

What did the client need from Talentor?

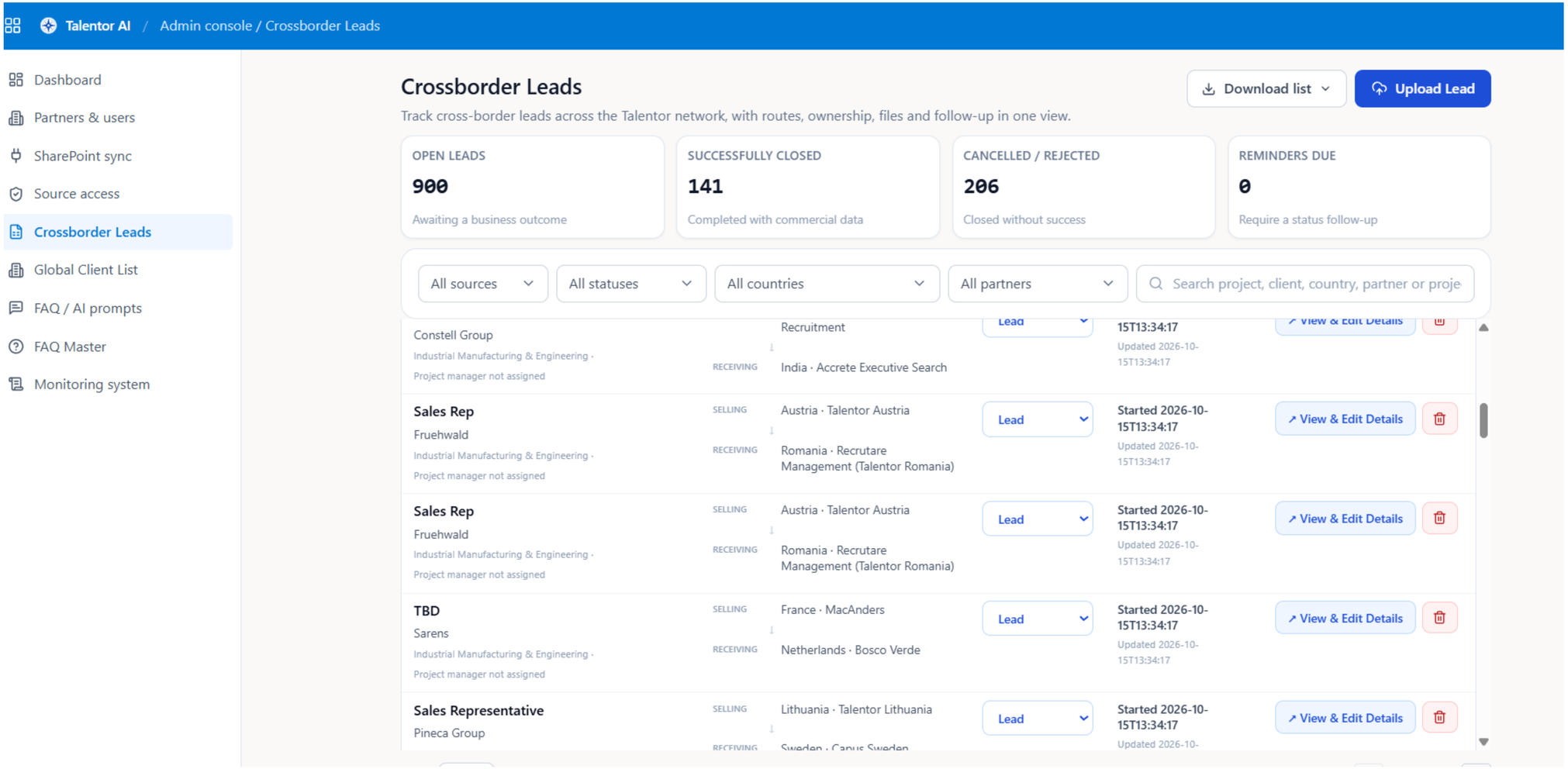
Livonia Print aimed to strengthen its presence in the UK market by establishing a **dedicated local representative.**

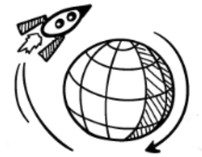
Challenges of the project

- support the client's expansion to the UK, to identify and **attract top-tier talent with the right market knowledge, cultural fit**, and strategic capabilities to drive long-term success.
- **expectations of potential candidates** in the client's sector
- Identifying the most effective **sourcing channels.**

START WITH WHAT WE ALREADY HAVE

Use the CB & Global client list as a source





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What´s in for you

Benefits

Cross-selling fee

Usually we split 75/25% of the overall-fee of the project.



Expand competences & learn

by offering your customer also international services with local experts. **Learn** about our industry in other countries and take the best out for your own country/operation.





Gain international experience

Strengthen your position at client

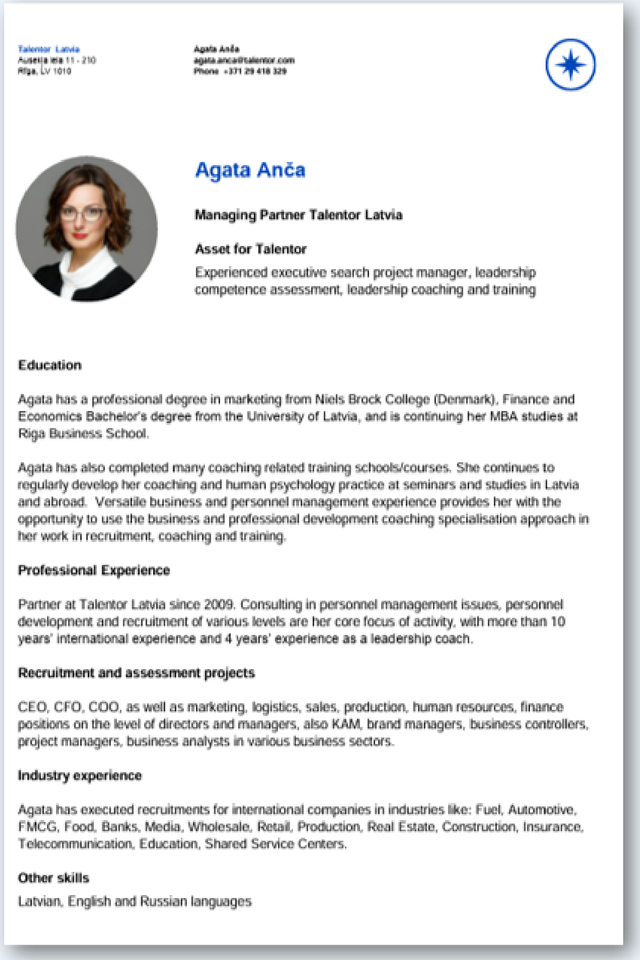


We can support you in sales activities with





Partner experience profiles



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Agata Anča

Managing Partner Talentor Latvia

Asset for Talentor

Experienced executive search project manager, leadership competence assessment, leadership coaching and training

Education

Agata has a professional degree in marketing from Niels Brock College (Denmark), Finance and Economics Bachelor's degree from the University of Latvia, and is continuing her MBA studies at Riga Business School.

Agata has also completed many coaching related training schools/courses. She continues to regularly develop her coaching and human psychology practice at seminars and studies in Latvia and abroad. Versatile business and personnel management experience provides her with the opportunity to use the business and professional development coaching specialisation approach in her work in recruitment, coaching and training.

Professional Experience

Partner at Talentor Latvia since 2009. Consulting in personnel management issues, personnel development and recruitment of various levels are her core focus of activity, with more than 10 years' international experience and 4 years' experience as a leadership coach.

Recruitment and assessment projects

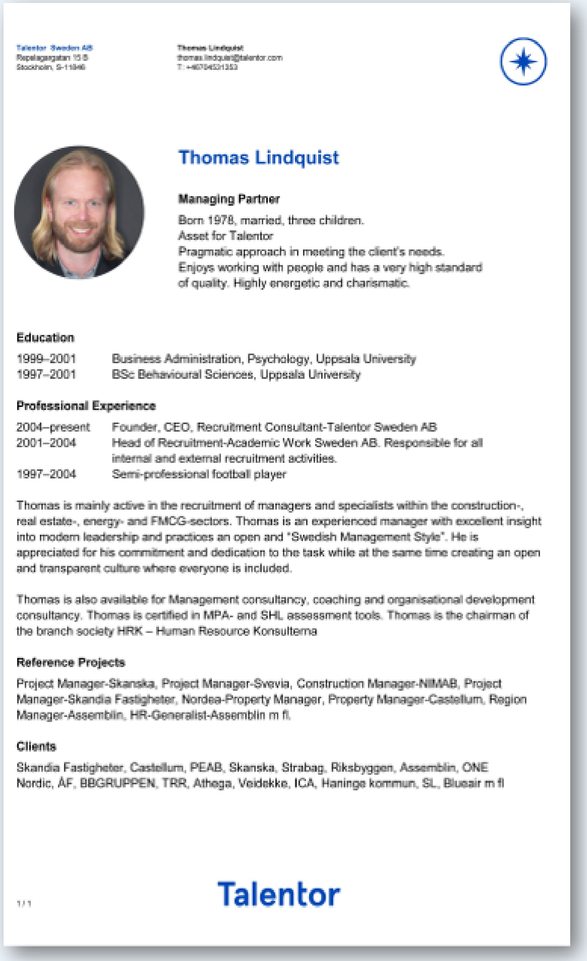
CEO, CFO, COO, as well as marketing, logistics, sales, production, human resources, finance positions on the level of directors and managers, also KAM, brand managers, business controllers, project managers, business analysts in various business sectors.

Industry experience

Agata has executed recruitments for international companies in industries like: Fuel, Automotive, FMCG, Food, Banks, Media, Wholesale, Retail, Production, Real Estate, Construction, Insurance, Telecommunication, Education, Shared Service Centers.

Other skills

Latvian, English and Russian languages



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Thomas Lindquist

Managing Partner

Born 1978, married, three children.
Asset for Talentor
Pragmatic approach in meeting the client's needs.
Enjoys working with people and has a very high standard of quality. Highly energetic and charismatic.

Education

1999–2001	Business Administration, Psychology, Uppsala University
1997–2001	BSc Behavioural Sciences, Uppsala University

Professional Experience

2004–present	Founder, CEO, Recruitment Consultant-Talentor Sweden AB
2001–2004	Head of Recruitment-Academic Work Sweden AB. Responsible for all internal and external recruitment activities.
1997–2004	Semi-professional football player

Thomas is mainly active in the recruitment of managers and specialists within the construction-, real estate-, energy- and FMCG-sectors. Thomas is an experienced manager with excellent insight into modern leadership and practices an open and "Swedish Management Style". He is appreciated for his commitment and dedication to the task while at the same time creating an open and transparent culture where everyone is included.

Thomas is also available for Management consultancy, coaching and organisational development consultancy. Thomas is certified in MPA- and SHL assessment tools. Thomas is the chairman of the branch society HRK – Human Resource Konsulterna

Reference Projects

Project Manager-Skanska, Project Manager-Svevia, Construction Manager-NIMAB, Project Manager-Skandia Fastigheter, Nordea-Property Manager, Property Manager-Castellum, Region Manager-Assemblin, HR-Generalist-Assemblin m fl.

Clients

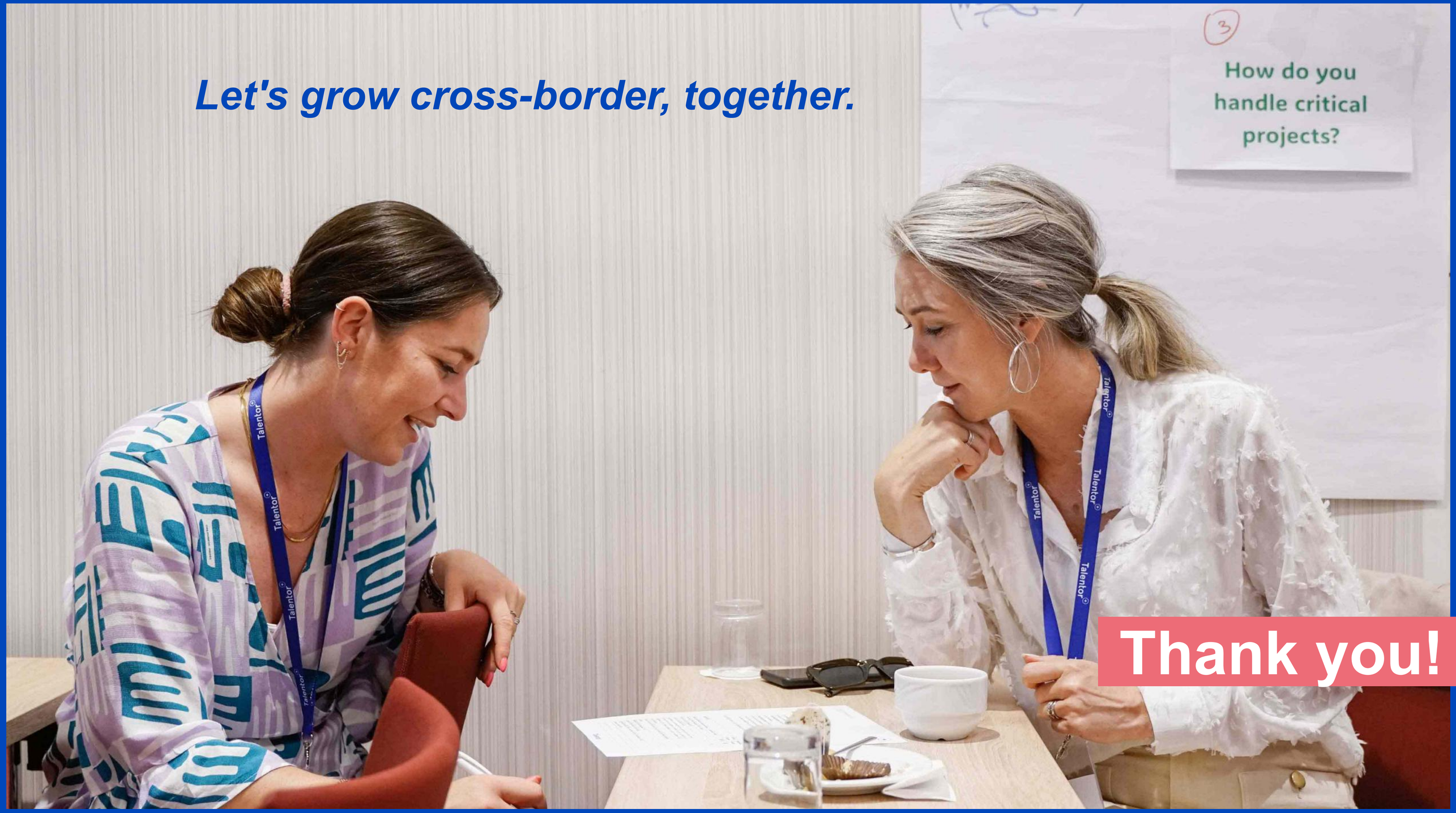
Skandia Fastigheter, Castellum, PEAB, Skanska, Strabag, Riksbyggen, Assemblin, ONE Nordic, ÅF, BBGRUPPEN, TRR, Athega, Veidekke, ICA, Haninge kommun, SL, Bluesair m fl

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Let's grow cross-border, together.



Thank you!