








VISION & VALUES

At Aqua Resources Group you will find bright, knowledgeable and hard working staff committed to providing clients with executives, professionals and specialists whose skills advance performance and profitability.

Aqua Resources Group has the following unique attributes:-

-  One of few Executive Search Firms in the region, that knows the region
-  Considerable Gulf-wide executive search expertise in-house
-  Experience across a diverse range of sectors including Financial Services, Oil & Gas, Professional Services, Technology and many more
-  A company historically based in Bahrain with an international capability
-  Established networks giving us access to world-class business professionals. We source candidates from across the globe for positions throughout the Middle East
-  A reputation for service, we realise that every company is different and face unique challenges

We are committed to the highest standards of service

Central to our vision and values is the desire to exceed expectations. We strive to provide imaginative and consultative, yet pragmatic solutions, derived from a thorough understanding of our clients needs. Hence, whenever possible we insist on meeting face to face. Our commitment is under pinned by the quality of our people and our depth of expertise at a senior level.

We are providers of outstanding talent

Our professionalism in sourcing and placing talented individuals, managing requirements and providing innovative solutions, allows us to establish partnerships of the highest standards with our clients.

HOW WE WORK

Introductory Consultation

Our initial consultation is an in-depth evaluation of the search assignment and gives Aqua Resources Group an opportunity to learn more about your needs and your company. We provide genuine advice based on accurate business and sector understanding. We are keen to identify your organisations challenges, goals and culture.

We cover at length how the new employee will contribute to your success, what skills, experience and cultural fit are essential and the level of compensation that would be appropriate considering market conditions.

Subsequent to this meeting we prepare a proposal that illustrates our understanding of your company, describes the role and the ideal candidate in detail. We will outline and recommend resource strategy, timescales, and costs and clearly state any organisations that may be off limits in our search strategy.

Middle East Operations

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Service Portfolio

Executive Search and Selection
Interim Management
HR Consultancy



Constructing an Effective Search Strategy

We develop a comprehensive assignment brief combining what we have learned from you with our experience and knowledge. The result is a strategy that is able to clearly answer two critical questions:

1. Where are the best candidates likely to be now?
2. How do we present your company's opportunity so that it attracts credible interest from the outset?

We can, where appropriate, advertise your vacancy ensuring professional advertising copy that will appeal to the target audience. Our expertise and knowledge of the available media, combined with our ability to negotiate significant discounts ensure accuracy. Copy is of course subject to your approval and adverts can include your corporate logo or be written in a confidential style when discretion is required.

Candidate Identification & Evaluation

We take a thorough "research" approach to finding the best candidates. We leverage our industry contacts and identify the competitor companies where target candidates work. We then approach these individuals to understand their aspirations and, if we feel there is a potential fit, inform them of the opportunity. If the position has been advertised we will manage, review the response, contacting the relevant individuals who meet the requirements of the brief. The result from this proven process is a concise, vetted shortlist of the strongest candidates in the marketplace.

In evaluating our target candidate list, we personally meet/interview each individual. We describe and build genuine interest in your opportunity while closely assessing their professional background and experience. We can conduct assessment using both online psychometric tools and formal executive profiling.

Lastly, we choose the most qualified talent and create interview assessment reports that detail our evaluation of each recommended candidate. This process adds critical value as you are provided with a meaningful overview of the candidate's history, their suitability and how their employment will impact on your organisation. Ultimately, this will provide an early indication of the match for both the candidate and the company.

Interviewing Candidates

Collaborating with your team, we create the best possible interview process to meet your schedule. We provide details on location and interview team members whilst ensuring that candidates understand the full parameters of the role they are considering. Following your interviews, we debrief you and the candidates and broker communications among both parties.

Reference Checks & Credentials

We rigorously conduct reference and qualification checks as we strongly believe that the more you know, the better you will understand candidate strengths and weaknesses, which can accelerate the on-boarding process after a candidate is appointed. We can take a full 360-degree approach to our reference checks allowing for a balanced perspective on the candidate.

Choosing the Best Candidate

Up to this point, information has been exchanged extensively on the search details and feedback. The next stage is to decide which candidate from the shortlist is best suited to your need. We will work closely with you discussing the merits of your preferred candidates and help you to select the best candidate for your requirements,

Developing the Best Offer

The search process can succeed or fail at this critical stage. Our responsibility is to consult on what it will take in today's market to develop an offer that will close the deal with your selected candidate. We work your team to develop an offer comprising base compensation, bonuses, equity, relocation and other factors that are acceptable to both you and your candidate.



Negotiating the Best Offer & On-boarding Initiation

At the approach of the closing of the candidate offer, we are the "representative" who presents the offer to the candidate on behalf of your company. This approach allows both parties to candidly express concerns regarding the offer whilst preserving their respective positions and not jeopardising any future relationship. Start dates are determined, and we help the candidate manage a successful disengagement process with their current employer. Finally, your selected candidate - the best candidate for the job - is ready to begin a new job and start contributing to your business' success!

OUR FEES

We believe in transparency in fees and all fees are clearly defined before a campaign begins. We will usually recommend a flat (fixed) fee so that you know precisely what the cost is going to be. This also removes the uncertainty that surrounds fees based upon percentages.

We work on a retained basis and typically charge one-third of the first year's basic salary. The exact fee will depend on the nature of the assignment.

Our fee structure is geared towards success. Like all Executive Search Companies we work on a staged payment basis. Aqua Resources Group however offers unique, performance-based options designed to meet client's expectations.