



REDSTONE

Commodity Search

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Executive Search

Redstone Commodity Search focus on offering 360° search solutions for the global commodities markets. Through our retained and contingency models, we are well placed to search and select the best talent for your business.

With shrinking margins and increased competition you want to employ candidates that offer you a competitive edge, help you expand into new markets and who are able to take your business to the next level. With our in-depth research and international networks, we are confidently able to present the best talent in today's volatile commodities market.

As a specialist commodities search agency, Redstone Commodity Search is passionately committed to delivering a rapid and accurate response to your human capital requirements. Our consultants invest their time to better understand your business, culture and development plans. Each consultant is a specialist within their vertical market and is able to work on both Retained and Contingent searches across the globe. All candidates are screened and interviewed to ensure suitability and relevance for your role.

Focusing on Front and Middle Office hiring, Redstone Commodity Search works with a range of players within the physical and financial global commodities markets and has a wide network of active and passive candidates across the Energy, Metals, Soft Commodity and Agricultural sectors. We aim to be a partner, not just a provider, in the recruitment process and endeavour to keep you updated all year round on a diverse range of appropriate talent available in the market. We are adaptable and aim to generate a bespoke service that is the best fit for your specific needs and are able to offer our clients.

- Retained Searches
- Contingent Searches
- Exclusive Contingent Searches
- Extraction Searches
- Salary Benchmarking
- Market Mapping
- Managed Advertising Campaigns
- Market Intelligence

The Team

Our consultants have completed assignments across the globe; Africa, Asia, Middle East, Europe, USA and LATAM. They have expertise within their chosen verticals and are helping to build Redstone Commodity Search into the leading provider of search solutions to the commodities industry.

Our consultants focus on providing Front and Middle office search solutions to a wide variety of Trading Houses, Producers, Majors, Utilities, Merchants, Hedgefunds, Investment Banks and Brokerages.



1. Retained Search

Retained search firm's fees are typically paid in thirds. 1/3 paid upon acceptance of search, 1/3 upon provision of the candidate shortlist and 1/3 paid upon completion of the search. Redstone Commodity Search aims to offer a structure weighted on the completion fee. We reduce the upfront risk for our clients by requesting 1/3 upfront and the rest upon successful completion of the search. We work closely with you to set the parameters of the search, a strategy for identifying, screening, evaluating and hiring the desired candidate. The Redstone Commodity Search Retained methodology uses the full search capacity of an in house resourcing team and targeted advertising campaign to provide a shortlist of the most appropriate and available candidates along with our recommendations

2. Contingent Search / Exclusive Contingent Search

Using a "no-win, no-fee" search solution, we are able to harness our extensive database and developed market relationships to offer 3-5 candidates to match your needs within a quick time frame. Redstone Commodity Search offers this search as a hassle free option, with no up-front commitment required from your side as we are only paid upon a successful introduction of a candidate. If we are given an exclusive on the search, we are able to commit more research and time, whilst still on a contingency structure.

3. Extraction Search

For a heavily reduced fee, you tell us who you want and we go get them.

4. Salary Benchmarking

With extensive access to salary information across the commodities market we are able to help you evaluate and ascertain the appropriate pay structure for your employees.

5. Market Mapping

Allows us to gain an in-depth understanding of your search needs in conjunction with making a detailed assessment of your competitor's staff. This method allows us to track candidates who aren't actively looking for new opportunities and form an opinion as to where you might want to add talent. Our maps are principally useful when attempting multiple hires or as part of a continuous marketing campaign.

6. Managed Advertising Campaigns

Advertising can be a very useful and effective method of targeting potential candidates. Redstone Commodity Search can advise on how to create a suitable advert and where to advertise it. We offer you our consultants to manage the advert traffic response and to filter out the candidates that match your requirements. We can run advertising campaigns confidentially or using your own branding.

7. Market Intelligence

Using our access to the market and in-depth research team, we are able to perform research analysis to gain an appraisal of your companies' current perception in the marketplace, how the market is fairing presently and how your competitors are currently performing. We utilise primary and secondary research to increase your information flow on the market.



About Us

The Energy Team has had recent success in helping teams expand upon their existing platforms. The past year has seen well financed trading groups being able to poach talent from the banks and smaller trading houses. With much of the demand focused in the emerging markets, Redstone Commodity Search is going further to unearth qualified candidates. Our consultants have been responsible for the following recent hires:

- Head of European Power Trading / Energy Group / UK
- Regional Head of Coal / Commodities Merchant / Singapore
- Head of Petrochemicals Trading / European Trader / UK
- Head of Corporate Energy Solution Sales / Oil Trading Company / USA
- Head of Yacht Fuel Trading / Bunker Trading Firm / UK
- Head of Derivative Fuel Oil Trading / Hedge fund / Netherlands
- Head of Chartering / Oil Major / Singapore
- Senior Fuel Oil Broker / International Brokerage / Singapore
- Head of Oil Origination / Oil Trading Group / UK
- Senior Fuel Trader / Oil Trading Group / USA
- Head of Trading / Energy Merchant / Dubai

The Metals Team has extensive global exposure across the physical and financial trading space. Helping with team moves, new office openings and the strengthening of existing teams. It has been a quiet recent few years for the producers and demand is for candidates with strong relationships and a transferable book of business. Our consultants have been responsible for the following recent hires:

- Head of Metal Trading / Global Trading Group / USA
- Head of Steel Trading / Commodities Merchant / Switzerland
- Head of Metal Analysis / Trading Group / Switzerland
- Head of Aluminium Sales / Metal Producer / Switzerland
- Head of Base Metal Traffic Operations / Trading House / Switzerland
- Senior Copper Trader / Global Trading House / Austria
- Physical Metals Broker / Brokerage / Netherlands
- Head of Hedging / Metal Producer / Switzerland
- Head of Shipping Operations / Global Trader / Switzerland
- Head of Office / Global Product / Hong Kong
- Head of Sustainable Activities / Metals Producer / Switzerland

Whilst **Soft and Agricultural** trading has existed for thousands of years; recent demand for traders is a more recent phenomenon. With the influx of Emerging Market entrants; demand for European traders has soared as EM firms establish a foothold in the developed markets. The most attractive products over the past year have been fertilizers and oilseeds. Our consultants have been responsible for the following recent hires:

- Head of Derivatives Trading / Grain Trading Group / USA
- Agri OTC Sales / Agri Trading Group / Dubai
- Lead Fertilizer Trader / Commodities Merchant / Brazil
- Senior Grain Trader / Agri Trading Group / Canada
- Senior Agri Broker / Brokerage / Singapore
- Senior OTC Andean Sales / Agri Merchant / Brazil
- Palm Oil Trader / Trading Group / Singapore
- Lead Trader / Agri Merchant / China
- Coffee Marketer / Coffee Producer Singapore
- Senior West Africa Grain Trader / Global Trading House / Switzerland
- Head of Dry Freight Chartering / Ship-owner / Dubai
- Grain Traffic Manager / Agri Merchant / Dubai

