



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 in Africa, Asia, the 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 company's 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 continued its recent successes within the petrochemical, oil and gas industries having expanded multiple desks and set up other new ventures. Interestingly the demand for candidates has been much more balanced over the last year with emerging markets and established economies all setting up and expanding teams. Our consultants have been utilising all their tools to unearth the strongest candidates for our clients and have been responsible for the following recent hires:

- Pan European Power Trader / Energy Group / UK
- Senior Quant / Machine Learning / Hedge Fund / Singapore
- Head of Petrochemicals Trading / European Trader / UK
- Corporate Energy Solutions Sales / Broker / USA
- Desk Head Yacht Fuel Trading / Bunker Trading Firm / UK
- Flow Trader / Derivative Fuel Oil Trading Desk / Netherlands
- Head of Chartering / Oil Major / Singapore
- Senior Marine Fuel Broker / Bunker Broker / Singapore
- Bunker Trader / Multinational Bunker Trading House / USA
- Physical Oil Operator / Oil Trading House / Dubai
- Petrochemical Trader / Multinational Energy Trading House / USA
- LPG / LNG Trader / Gas Trading House / Switzerland
- Thermal and Met Coke Trader / Raw Materials Trader / Singapore

The Metals Team have really ramped up recruitment for support staff and shipping professionals which has nicely complemented their strong coverage of the revenue generators. This has given our clients the flexibility and speed needed in order to both grow and bring new desks together in a quick and efficient way. Our producers and trading clients have been active in seeking exceptional additions to their teams with our consultants concluding the following recent hires:

- Senior Steel Trader / Physical Steel Trading House / Singapore
- Base Metal Operations Manager / Metal Trader / Switzerland
- Physical and FFA Ship Brokers / Brokerage / UK and Singapore
- Head of Aluminium Sales / Aluminium Producer/Trader / USA
- Physical Metals Broker / Brokerage / Netherlands
- Head of Shipping Operations / Global Trader / Dubai
- Head of Sustainable Activities / Metals Producer / Scandi
- Contracts Administrator / Steel Trader / UK
- Finance Controller / Metals Trader / UK
- Head of Region / Metals Trader / Hong Kong
- Physical Steel Trader / US Trading House / China
- Iron Ore Trader / Metals Trading House / Singapore
- Metals and Mining Research Editor / Research House / UK

The Soft and Ags Team have seen a glut in global production of grains and oilseeds in recent years which has really focused our clients on hiring only the very strongest of candidates. Overall demand has been down allowing our consultants to showcase their strong network coverage and targeted headhunting skills by providing the best candidates who have not been active in the job markets, resulting in the following hires:

- Chief Accountant / Fertilizer Trader / Switzerland
- Senior Grains Trader / Physical Grain Trader / USA
- Grains and Oilseeds Trading Manager / Agri Trader / Singapore
- Fertilizer Trader / Fertilizer Trading House / USA
- Head of Traffic Operations / Softs and Ags Trading House / UK
- Head of Supply Chain and Sustainability / Coffee Trader / East Africa
- Senior Proprietary Trader / Hedge Fund / USA
- Coffee Trader / Coffee Trading House / Switzerland
- EU Dairy Sourcing Manager / Oceanic Dairy Trading House / Netherlands
- Head of Cotton Trading / Multi Commodity Trading House / Singapore
- Senior Palm Oil Trader / Trading House / Singapore
- Cocoa Trader / Softs and Agri Trading House / Netherlands
- Dairy Reporting Analyst / Non-Banking Financial Institution / USA

