



REDSTONE

Commodity Search

RETAINED SEARCH OPTION

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The Redstone Retained Search

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 requirements. Our consultants invest their time to better understand your business, culture and development plans.

Our consultants have completed assignments across the globe: Africa, Asia, Middle East, Europe, USA and Latin America. Each consultant is a sector specialist in their own vertical market and they work closely with our research team in discovering the top talent in the market.

Our clients include some of the world's leading Trading Houses, Producers, Majors, Merchants, Hedge Funds, Investment Banks and Brokerages.

About Us

Our mission is to unlock human potential by connecting ambitious companies with exceptional talent.

Redstone Commodity Search focuses 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.

Focusing on cross-functional front and middle office hiring, Redstone Commodity Search works with a diverse clientele 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.

The Redstone Retained Search

Redstone Commodity Search offer a structure weighted on the completion fee. We reduce the upfront risk for our clients by requesting only one-third upfront and the remainder upon successful completion of the mandate. Unlike traditional agencies (who charge an additional shortlist fee) and aim to profit even when a candidate isn't placed, the Redstone Retained Search is solely aimed to be a commitment fee; commitment from the client that they are serious about the search and commitment from us that we can instruct our internal research team to devote their time to filling your search requirements.



When to use the Redstone Retained Search?

We recommend the Redstone Retained Search when:

- There is an urgent timeline to complete the hire
- The hire is part of a greenfield venture or an expansion into a new market
- You are looking to hire a team, rather than just one candidate
- Your immediate and company connections have been exhausted and there is a need to tap into a new network
- In niche markets with a limited talent pool, there is a need to handle the search delicately with a single, trusted firm
- You need a well-documented and well-researched process to show internal stakeholders that you are making a well-informed choice
- C-Suite level hires

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

Research and the time we can dedicate to it has proven to be invaluable to the success of Redstone Commodity Search. With the correct allocation of our resources – we aim to provide you with a well-informed hiring choice generated from a methodical and well-defined search. A Redstone Search.

How does the Redstone Retained Search work?

One of our senior consultants will act as liaison through the entirety of the search and will:

- Establish the reasons, motivations and expectations for the search
- Highlight competitor companies, research, identify and pinpoint suitable candidates
- Cross check with our existing database and network to provide a map of appropriate profiles
- Create and present a shortlist of candidates
- Make contact with and discuss the mandate with the selected candidates (including headhunting them at their desk)
- Conduct preliminary interviews and screen the candidates to ensure technical ability and suitability for the role
- Organise initial introductions and ongoing interviews between the client and the candidates
- Manage the process at the offer stage and ensure the candidate has a smooth transition period
- Reconnect with the client and candidate at regular intervals to ensure satisfaction and smooth settling in period

For more information contact one of our consultants:

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+44 (0)3300 529 788

USA Office
+1 305 537 5950



Our consultants have completed the following mandates:

- Head of Commodity Derivatives Sales | Soft Commodity Merchant | USA
- Vice President Operational Performance | Commodity Processing Group | Singapore
- Vice President of Global Logistics | Raw Materials Trading House | USA
- Technical Director | Metals Producer | Switzerland
- Director of Proprietary Trading | Energy Trading Company | Switzerland
- Head of Oilseeds Trading | Agricultural Trading Company | Singapore
- Global Head of Metals | Diversified Trading Company | Europe
- Market Risk Team Leader | Oil Major | UK
- Chief Procurement Officer | Multinational Agricultural Group | Singapore
- Marketing and Sustainability Director / Metals Group / Switzerland
- Head of Metal Derivatives Trading / Diversified Trading Group / USA
- Managing Director of Metal Smelter / Industrials Group / Europe
- CEO Africa / Integrated Agricultural Group / Africa
- Market Analysis Manager | Metal Trading House | UK

