HughesTech

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Executive Research and Talent Mapping

About

Executive Talent Research Specialists | Africa Expert

With over two decades of experience in global executive search, we deliver high-impact research and sourcing support to executive search firms and internal talent teams. We specialise in identifying and engaging senior and board-level talent across all sectors, with a strong focus on African markets.

We have successfully led CEO and C-suite searches across West, East, Central, and Southern Africa, supporting multinational clients operating in complex and talent-scarce environments. Andrée Hughes was a former Head of Research and Delivery at Mindcor InterSearch, where she directed cross-border assignments and managed a high-performing team delivering strategic talent solutions.

Our approach combines Boolean mastery, competitor mapping, and verified intelligence to produce accurate longlists, actionable insights, and confidential candidate engagement at the highest level.

Clients value our:

- In-depth knowledge of Pan-African leadership markets
- Mastery of Boolean logic, competitive mapping, and global sourcing strategies
- Ability to deliver in challenging, low-visibility markets
- Trusted support on confidential, board-level, and niche technical mandates
- Experience in training both international search firms and corporate talent teams

Credentials and Project Highlights:

- Andrée has led board-level searches for African industrial groups, policy organisations, and multinationals
- Has extensive experience supporting executive and scarce-skill roles across Africa, the Middle East, and India
- Andrée is an Internationally Certified People Sourcing Professional (2016, 2019)
- She also has a Bachelor of Social Science (Psychology, Sociology), University of Natal

Service Offerings

1. Executive Talent Mapping

A focused research service designed to identify, verify, and map senior or scarce-skill talent aligned to your mandate.

Deliverables

- **Comprehensive Talent Maps**: Gain visibility into the talent landscape across targeted industries, geographies, or functions.
- **Strategic Market Insights**: Understand where top talent sits, how they're structured, and what the competitive talent environment looks like.
- **Validated Longlists**: Receive a robust, tailored longlist of high-potential individuals, each presented in concise profiles.

Approach

- **Advanced Boolean Sourcing**: Deep research using LinkedIn, industry databases, company websites, press releases, financial reports, and SENS filings.
- **Industry-Specific Targeting**: Aligned to your criteria, whether benchmarking, succession planning, or pipelining future leaders.
- **Verified, Actionable Intelligence**: Every profile is vetted for accuracy and strategic relevance.

Whether you're filling a critical executive role now or planning for long-term leadership needs, this service provides the clarity, depth, and intelligence you need to make informed decisions.

2. Full Assignment Research Support

Comprehensive end-to-end research support for **retained** or **contingen**t assignments.

Deliverables

- **Qualified Longlists and Shortlists**: Thoroughly screened candidates aligned to your brief, each presented with a concise, one-page profile.
- **Candidate Engagement and Assessment**: Discreet and professional outreach, followed by structured screening to evaluate fit, motivation, and availability.
- **Strategic Talent Intelligence**: Gain insights into market perceptions, competitor positioning, and candidate expectations.

Approach

- **Briefing and Strategy Development**: In-depth consultation to define the role, EVP, and research strategy.
- **Target Organisation Mapping**: Identify and validate relevant companies and sectors using Boolean logic, X-ray search, and referral networks.
- **Candidate Sourcing and Outreach**: Actively engage candidates with tailored messaging and direct outreach.
- **Screening and Interviews**: Conduct interviews to assess candidate alignment.
- **Ongoing Project Updates**: Transparent communication and collaboration throughout the assignment.

From defining the brief to delivering qualified candidates, this service ensures that every stage of your executive search is supported with precision, insight, and professionalism.

3. Boolean Sourcing Training and Talent Upskilling

Equip internal recruitment teams with expert-level sourcing capabilities through targeted, practical training sessions.

- Boolean Logic and Advanced Search techniques
- X-ray search and passive talent identification
- Africa-focused sourcing strategies
- Effective candidate engagement and screening methods

Fees

Fees are determined based on the scope and complexity of each project. All engagements are tailored, with transparent pricing agreed in advance.