



## Stephen Buchanan

Partner

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## Introducing Stephen Buchanan

He began his search career in 1996, in research and research management. He managed research teams at two London-based executive search firms in the late 1990s and early 2000s.

Over the last ten years, Stephen has delivered searches across multiple sectors, functions, and geographies. He has executed searches on behalf of some of the world's biggest companies, including Disney, Sony, Microsoft, IBM, and PWC. He has sourced executives from over 100 countries worldwide, including most countries in Europe and the Middle East. He is supported by an experienced research team that includes fluent Spanish, Portuguese, French, German, Russian, and Turkish speakers, to help penetrate markets where English is not widely spoken.

Stephen works frequently in the professional services sector, where he has found Partners for 'Big 4' firms and global IT services companies. Recently he has recruited Partners in both audit and advisory practices from a number of international markets for one of the world's largest professional services firms. He has also completed searches at the Partner level across several European countries for one of the best-known IT services and consultancy firms globally.

He conducts engagements for media companies in different parts of the world and has spent much time searching for and from leading production companies, broadcasters, and publishers. In recent times, he has searched for country managing directors for an international content business in markets as diverse as Mexico and India.

In addition, he spends an increasing amount of time in the online sector, working for airlines, travel distributors, and 'pure-play' e-commerce firms. For example, he has helped an online hotel booking site business recruit its first managers within Europe. He sits on the Committee of the Executive Research Association, an industry professional body, which promotes excellence and supports members in sourcing global talent.

Stephen is qualified to administer both ability and personality psychometric assessments. He has British Psychological Society Levels A and B Occupational Testing qualifications, awarded by the University of Cambridge Psychometrics Centre. Stephen attended the University of Cambridge and has a MA in Geography.

### Representative Engagements:

- CEO – quoted newspaper group
- CEO – European gold mining company
- CEO – integrated media agency
- CEO – polymer electronics firm
- CFO – mobile network operator
- CFO – tourism & leisure group
- CFO – diversified automotive group
- NED – branded foods group