



Delivery Guarantee

We believe that we can have a positive and lasting impact on Africa. We do this by identifying the best leaders for our Clients today who in turn are committed to developing the leaders of tomorrow.

Business in Africa operates to a large extent on referrals. Success is the only option and Executives in Africa will not take on Searches we cannot deliver on. We have not failed to deliver on a Retained Search in Africa and have an over 100% success rate to date.

As such, we are very happy to guarantee the quality of every Short List for Retained Searches. This means you can be confident when you engage with Executives in Africa that you will be presented with the very best available candidates in the market for your role.

In the unlikely event that Executives in Africa fail to present any candidates deemed suitable for first interview after a period of 8 weeks from instruction, then the initial Retainer Fee (less any agreed expenses, advertising and researcher costs incurred by EiA) will be refunded.

Executives in Africa would require exclusivity for a period of 12 weeks from commencement of the Assignment in order to run the Search Process required and ensure its success.

All other Terms and Conditions remain unchanged and copies of these are attached.

Richard Putley
Managing Director

Sarah Fitzgerald
Managing Director