



**headhunters**

# **MBR Headhunters**

## Business Profile

**Company Trading Name:**  
Mind Blowing Human Resources Consultancy



## MBR Headhunters

As a key division of MBR Group Middle East, MBR Headhunters focuses on bringing to its clients throughout the GCC & Middle East a whole new meaning to hiring the right person in the right place at the right time

### Advertising & Marketing

Our first Recruitment baby, took form in the early 90's and has proudly maintained and retained a massive market share of clients in this vertical. Today we represent thousands of candidates covering all levels of experience, from creative to client servicing, Studio to Production and Support staff for clients in the Advertising, Media, Events, PR, Digital and Social media sectors. We are proud to have provided the industry with a unique service through understanding both the agency's and candidates alike

### Finance & Banking

MBR Headhunters – Finance & Banking has become the face of zealous recruiters who are passionate about providing banks resources that are perfect in terms of cultural fit, technical capabilities, experience, ability to communicate, & interpersonal effectiveness

### Healthcare

MBR Headhunters – The Healthcare universe is going through a foundational shift with unfolding of groundbreaking innovations and continuous disruptions. Consultants at MBR understand the trends that are transforming the world and helps clients recruit executives with the right qualifications, leadership attributes and cultural capabilities



## Executive Search (Not limited to)

### Advertising & Marketing

Managing Director  
Client Services Director  
Chief Executive Officer  
Executive Creative Director

### Finance & Banking

Wealth Management  
Private Banking  
Islamic Banking  
Emiratization

### Healthcare

Chief Nursing Officer  
Chief Medical Officer  
Director of Surgery  
Chief Clinical Officer



## Talent Management

Relevant guidance  
Insightful mentoring  
Career counseling to candidates



## Leadership Consulting

Our LC practice focuses on three key imperatives for continuous leadership performance; succession planning, leadership assessment and leadership development



**Piyush Ganatra**  
Managing Director

Being associated with the advertising fraternity for the last 21 years and has found his passion in the area of Talent Solutions. Spearheading the growth of MBR since its inception, Piyush's role has been to establish & streamline processes, mentoring his team, fostering team spirit, and delivering consistently



**Mahenaaz Razvi**  
Managing Partner

An ex-banker with 16 years of hands-on experience in Customer Services, Service Quality, and Product Development has worked with major banks in the Middle East, including the region's largest. She brings to the table an in-depth understanding of industry workings, job titles, positions and the kind of candidate profiles that would not just fit specific needs but more importantly, be the right cultural fit for an organization



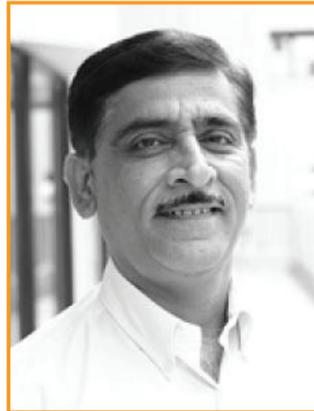
**Lee Anderson**  
Head of New Business

A business development professional with over 14 years experience which has included building and successfully launching a recruitment company in the UK. He is responsible as MBR's Head of New Business in running all day-to-day affairs with the aim of bringing in new clients in previously untapped industries and regions, while also managing and developing personnel in all departments



**Ray Nehme**  
Regional Business Development Manager

The face of MBR holdings heading the business development function with more than 6 years of experience in client relationship management and recruitment. His aim is to always exceed MBR's clients' expectations and maintain high standards of service and quality, to encourage further partnerships with MBR, with the aim of being preferred suppliers for the region's top and upcoming banking groups



**Chetan Palan**

Chief Consultant - Advertising & Marketing

Senior Consultant with Over 11 years of recruiting experience. Track record of creatively assisting in hiring at all levels of talent. Strong knowledge of the entire recruitment function-talent acquisition practices, principles and application including attraction, interviewing, Training and assessment



**Varun Munjal**

Principal - Healthcare and Banking & Finance

With over a decade of professional experience in Middle East & India, Varun advises clients on talent acquisition challenges within the larger community of Healthcare sector covering Executive Search, RPO solutions and leadership consulting



**Liz Joseph**

Senior Team Leader - Advertising & Marketing

Serves as the Head of Recruitments for the Advertising and Marketing Vertical, catering to the GCC and MENA markets. Coming with a strong experience of 7 years in the field, she has nurtured a progressive relationship with both clients and candidates alike. With a team of Consultants and Researches to back her up, she makes it a day's work to match the right opportunity with the right deserving candidate



**Anisha Parmar**

Team Leader - Advertising & Marketing

Anisha has over 3 years of experience in Recruiting for Advertising, Marketing and Creative services for the GCC region. She has been successfully handling Senior to mid level positions for Multinational and Mid sized Agencies. She is currently handling a team of 4 Research associates



**Sakina Fazal**

Senior Recruitment Consultant – Emiratization

Experienced Human Resources professional. Successfully managed projects related to recruitment that enhanced Talent Acquisition Process and Employer Branding. Sakina is specialized in Emiratisation recruitment. Working with exceptional customers within the private and public sector, her primary focus is to partner with candidates and clients, using the depth and breadth of her expertise and market knowledge to ensure finding a unique match that makes individuals, companies and industries flourish



**MBR Headhunters embraces its core values to ensure over exceeding its clients' expectations consistently.**

**Honesty**

**Credibility**

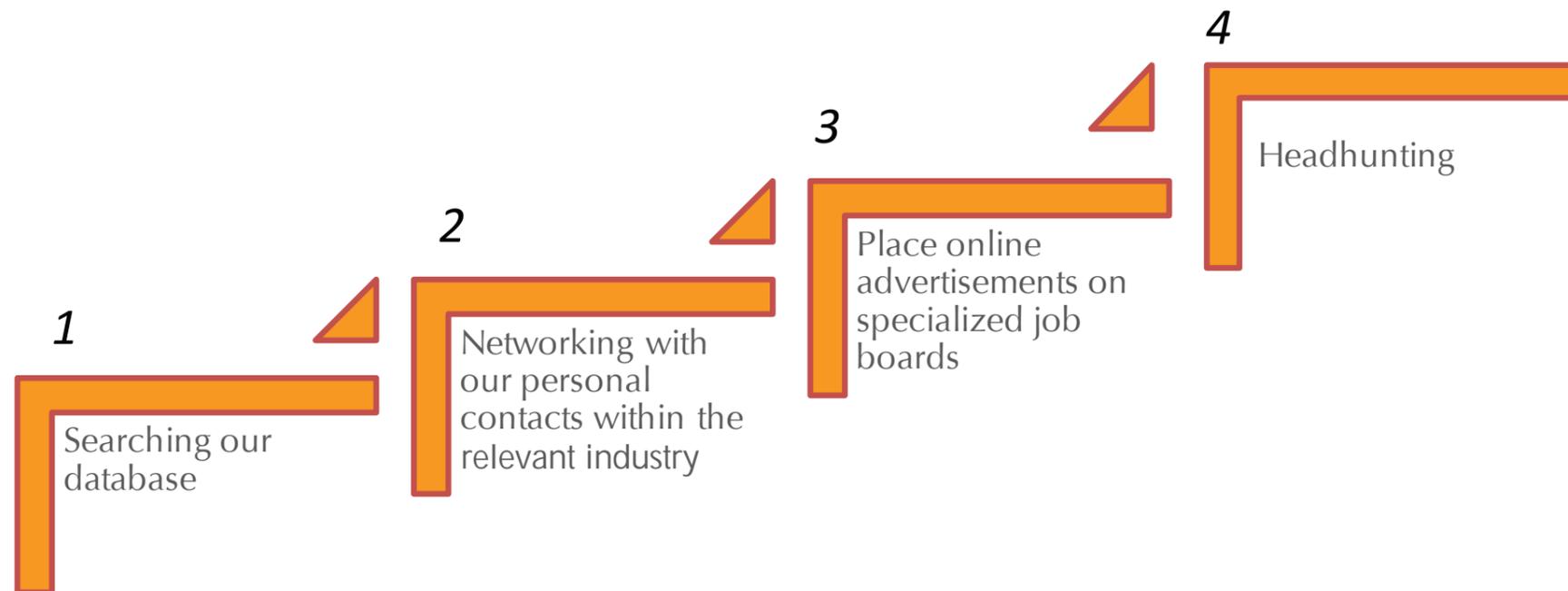
**Professionalism**

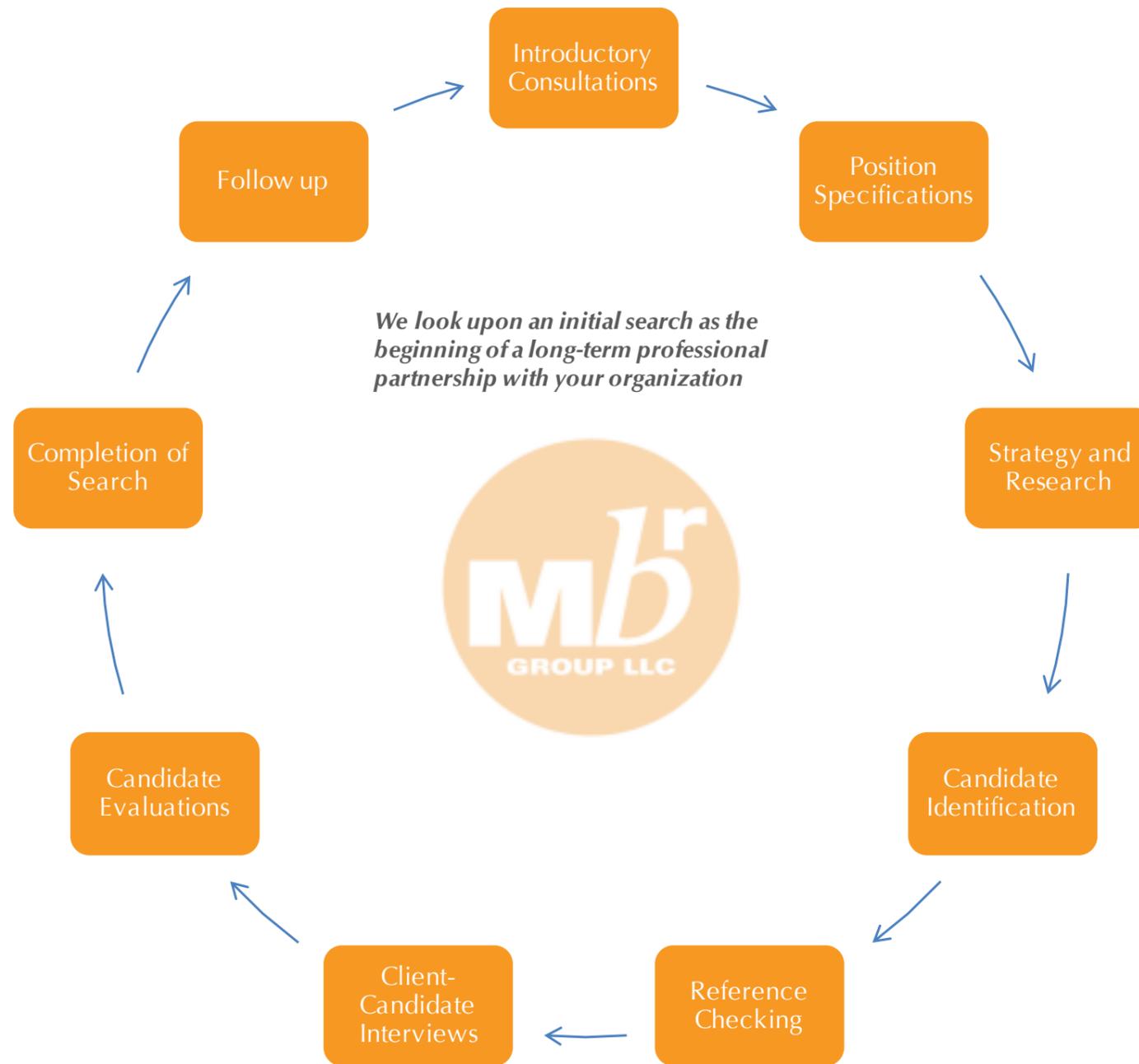
**Listen to  
Communicate**

**Market  
Knowledge**



MBR headhunter's practice is spearheaded by talent professionals with experience of successfully delivering on over 200 global search assignments. Our team-based approach brings together consultants with deep experience in all relevant industries. This combination of experience and collaboration gives us an exceptional access to talent backed by an extensive database built through personal networks and detailed assessments





**Introductory Consultations**

Client describes the requirements of the position, gives a briefing about the company's goals, organizational relationships, competitive environment and other issues relevant in assessing the needs of the company. We make initial inputs and help refine objectives

**Position Specifications**

We prepare an outline of the responsibilities, required qualifications and criteria for success. This is the basis for initial discussions with candidates or relevant contacts. An action plan is also agreed upon in terms of timing for the major steps in the search, specially client contact and interviews

**Strategy and Research**

The MBR Specialist Team studies the relevant brief and makes a thorough analysis of the market conditions and trends affecting client's business as well as where the company's work candidates will come from. We devise a search strategy in identifying candidates. These entail determining the right mix of search tools and even the manner of approaching and attracting candidates

**Candidate Identification**

Our extensive network of contacts in industry enables us to identify solid prospects. MBR conducts interviews and narrows down the selection. Complete information on the selected candidates and why each could be a good match to the requirement is sent in a report to client



**Reference  
Checking**

We gather inputs from people who are in a position to make relevant comments on the candidate's technical competency, management ability, integrity and personal character. These confidential reference checks are done as early as possible in the search process

**Client-Candidate  
Interviews**

We arrange mutually convenient meetings between client and lead candidates. Both client and candidate are fully briefed prior to the meeting

**Candidate  
Evaluations**

We immediately discuss feedback with both client and candidate. We assist the client, if necessary, in rating candidates versus specifications, to facilitate preferences or conclusions

**Completion of  
Search**

In this sensitive phase of negotiations leading to the acceptance of the offer, we can assist in discussions and final requirements such as contract and compensation structuring, if the client requests

**Follow Up**

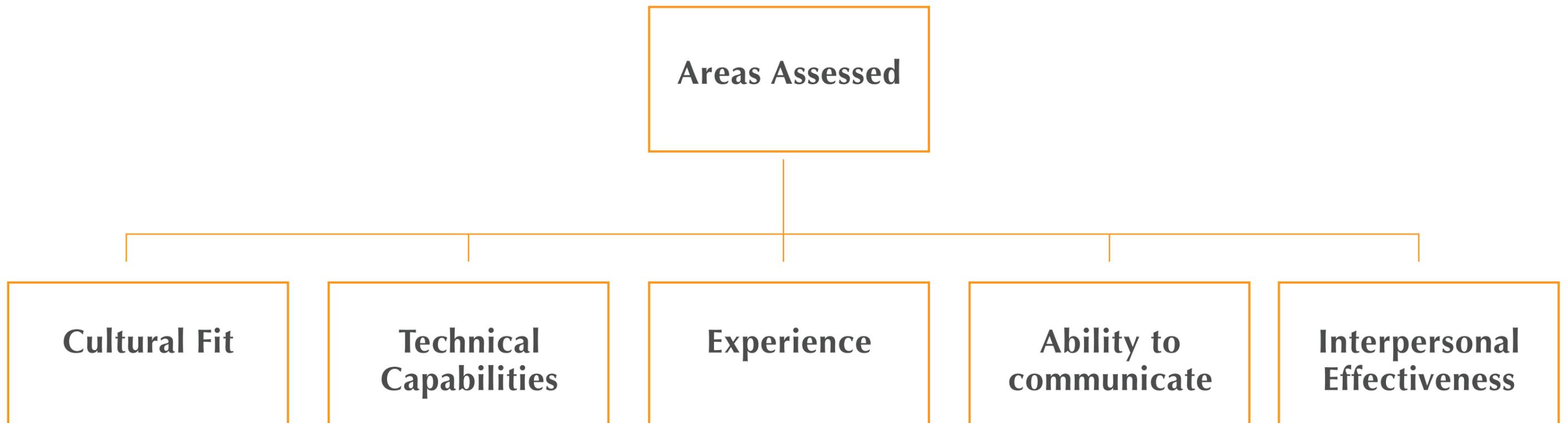
We continue to monitor developments after the offer is accepted until the successful candidate is in place. We are on the lookout for any issues that may still need to be resolved to effect a smooth integration of the candidate into client's team. All processes in every search project are fully documented. This information becomes prime reference facilitating future search requirements



Effective candidate assessment is the key to successful recruitment and retention of staff. The best fit is not only about knowledge and skills but also compatibility with the team and the organisation's cultural values

Our staff comprises of professional consultants who can complement and strengthen recruitment and selection processes, leading to better outcomes through the combination of professional expertise and business knowledge

A structured interview is designed to discover all relevant information and assess the competencies of the applicant in an efficient method of focusing on the match between job and candidate. Our consultants develop searching interview questions and scenarios, or brief role plays, and ask the applicants to tell us how they would solve a particular problem, resolve a common work situation, or improve a work process





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# Our Happy Clients




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MBR Team



Our UAE office has the local knowledge you need,  
we also have the support and structure to help you on an international basis through our global partnerships



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## Contact for more information

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Regional Business Development Manager - GCC

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