



Accelerating growth through talent.

PHAIDON INTERNATIONAL



Hello, Hallo, Grüezi, Nǐ hǎo.

Phaidon International was established with the ambition to provide talent solutions underpinned by industry expertise. We pride ourselves on creating relationships with global businesses that are looking to accelerate growth in their organization.

Partnering with companies ranging from the Fortune 500 through to venture-backed start-ups, we source the right talent for mission-critical roles.

In hubs across the world, our experienced consultants provide localized knowledge. Navigating regional complexities whilst providing international-based solutions, we help clients meet their ambitions of both today and tomorrow.

1,700+

Phaidon International employees

2400+

Clients supported with their talent needs

8000+

Professionals secured a new role



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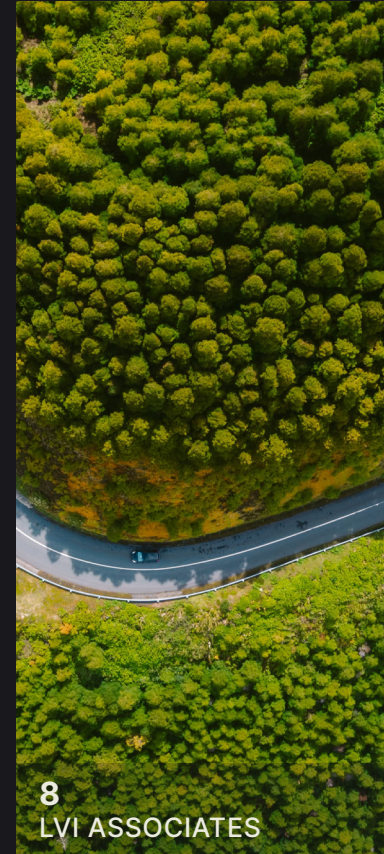


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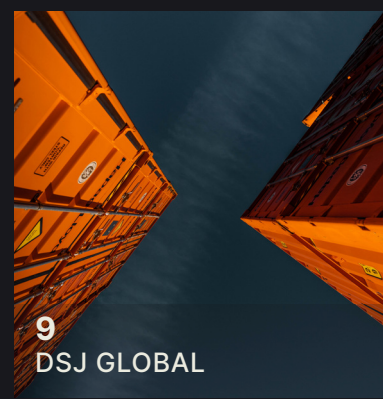
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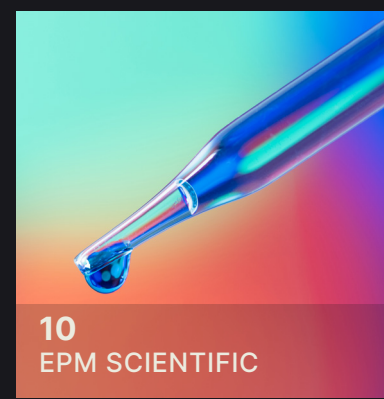
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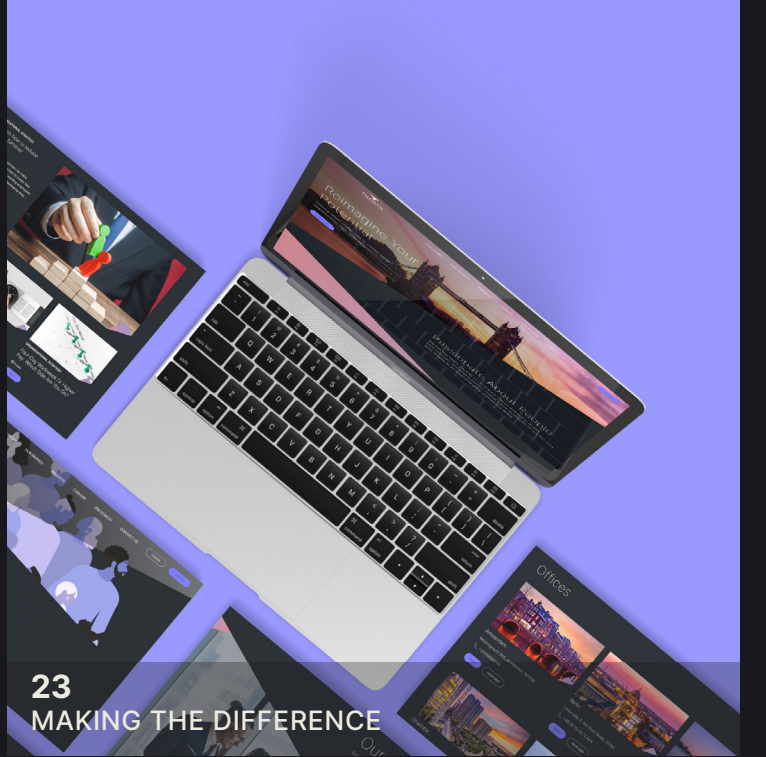
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Extension of your business.

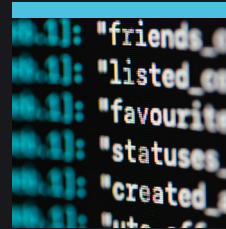
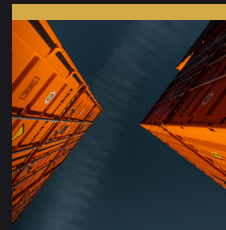
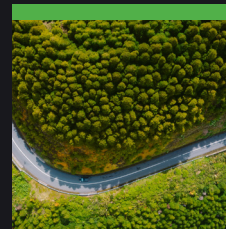
We identify, source, and deliver business-critical talent to the most innovative industries in the world.

Delivering our capabilities through our deliberately curated group of 6 brands, each one specializes in the following industries where a relentless supply-demand imbalance exists:


- Financial Sciences & Services
- Energy & Infrastructure
- Supply Chain
- Life Sciences
- Technology
- Regulatory & Legal

These industries require specialist and niche professionals and a partner to understand the wider market and their own business ambitions.

Securing exceptional talent can be resource intensive and time consuming. Our vast network and expertise in identifying the right candidates can not only save you time sourcing and attracting professionals, but also streamline your hiring process.



Our experts aligned to your industry.

	SELBY JENNINGS	Financial Sciences & Services
	LVI ASSOCIATES	Energy & Infrastructure
	DSJ GLOBAL	Supply Chain
	EPM SCIENTIFIC	Life Sciences
	GLOCOMMS	Technology
	LARSON MADDUX	Regulatory & Legal



We support the Financial Sciences & Services industry with talent that can truly shape the future of a business.

Whether that be Quantitative Analytics, Research & Trading professionals developing complex financial models to improve a firm's bottom line, or Investment Management specialists leading the charge on sustainable investments and greener assets to make an impact, we are here to build the right team for you, and have been doing so for nearly 20 years.

As an award-winning talent partner working with the world's largest financial institutions to revolutionary fintech start-ups with all their hiring needs, we have developed relationships with the brightest and boldest minds in banking and finance, and deliver this talent to leading, innovative organisations around the world.

Our Specialisms

- Quantitative Analytics, Research & Trading
- Risk Management
- Financial Technology
- Insurance & Actuarial
- Compliance
- Investment Banking
- Investment Management
- Internal Controls
- Sales & Trading
- Wealth Management



Energy & Infrastructure plays a critical role in creating a future that works for everyone, which is why it is essential to work with the right talent partner who can source and deliver extraordinary people that make a difference.

Providing bespoke talent solutions from our hubs all over the world, we cover the full life cycle of Energy & Infrastructure projects, across Architecture, Engineering, Construction, and Post-Construction.

As a strategic advisor with a proven track record in helping businesses scale through our services, from project introduction all the way to strategic growth, we are integral to the Energy & Infrastructure ecosystem. We focus on the talent solutions needed to let organizations get back to what matters – building a better world.

Our Specialisms

- Architecture
- Automation & Controls
- Building Diagnostics
- Building Services
- Civil
- Construction
- Environmental
- Investigations & Disputes
- Power Delivery
- Renewable Energy
- Technology



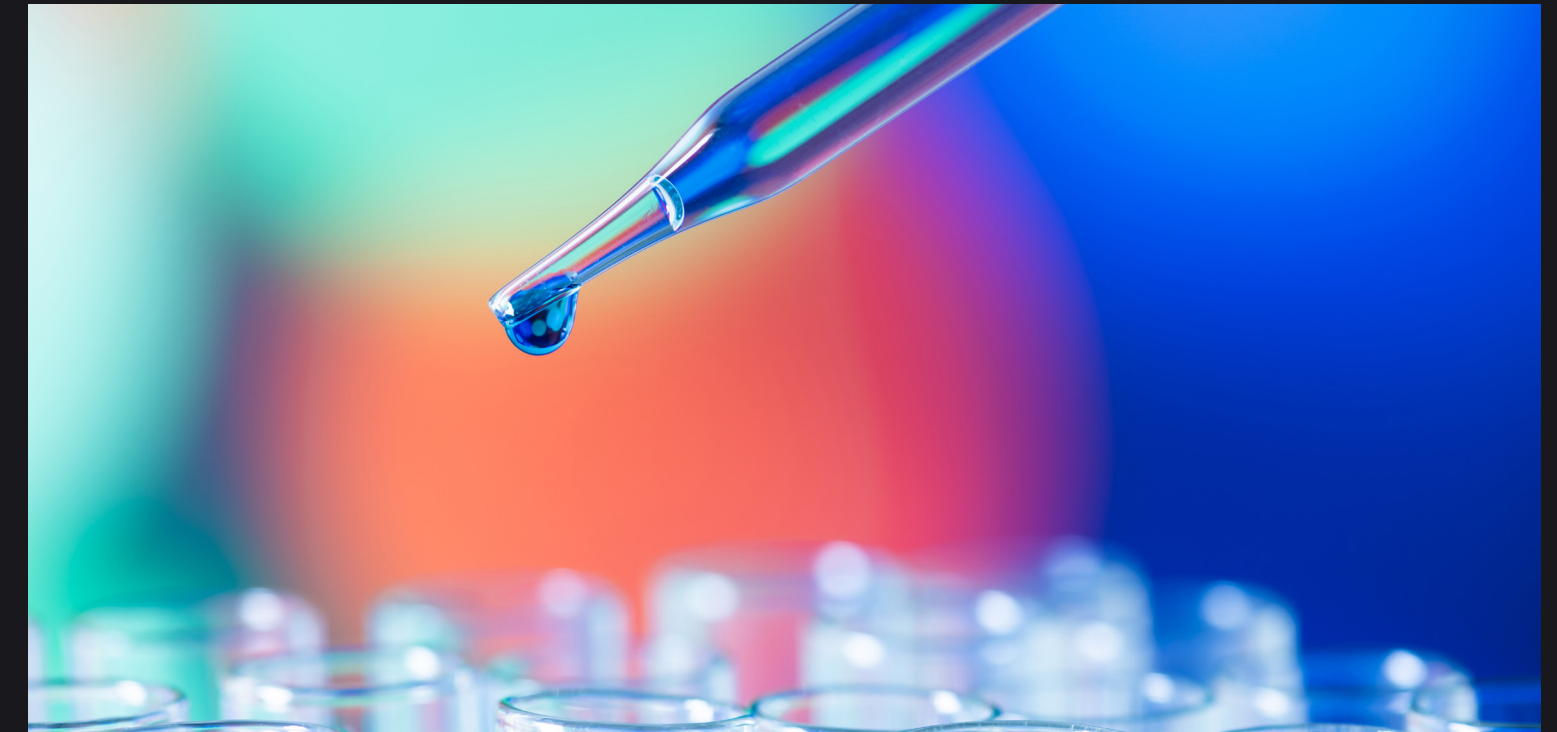
As the Supply Chain industry rapidly evolves to become more digital, localized, and sustainable, organizations are facing the challenge of sourcing in-demand, business-critical professionals to manage these ever-increasing, complex structures.

From increasing transparency to encourage greener practices, to implementing secure technology to protect Supply Chains from cyber threats, organizations are enacting transformational change and need high-caliber talent to be able to future-proof their operations and remain resilient.

We support businesses with the very best talent that will shape the Supply Chain industry of tomorrow, ensuring the world's goods keep moving efficiently along the way.

Our Specialisms

- Engineering
- Logistics
- Planning
- Procurement
- Supply Chain Leadership
- Technical Operations



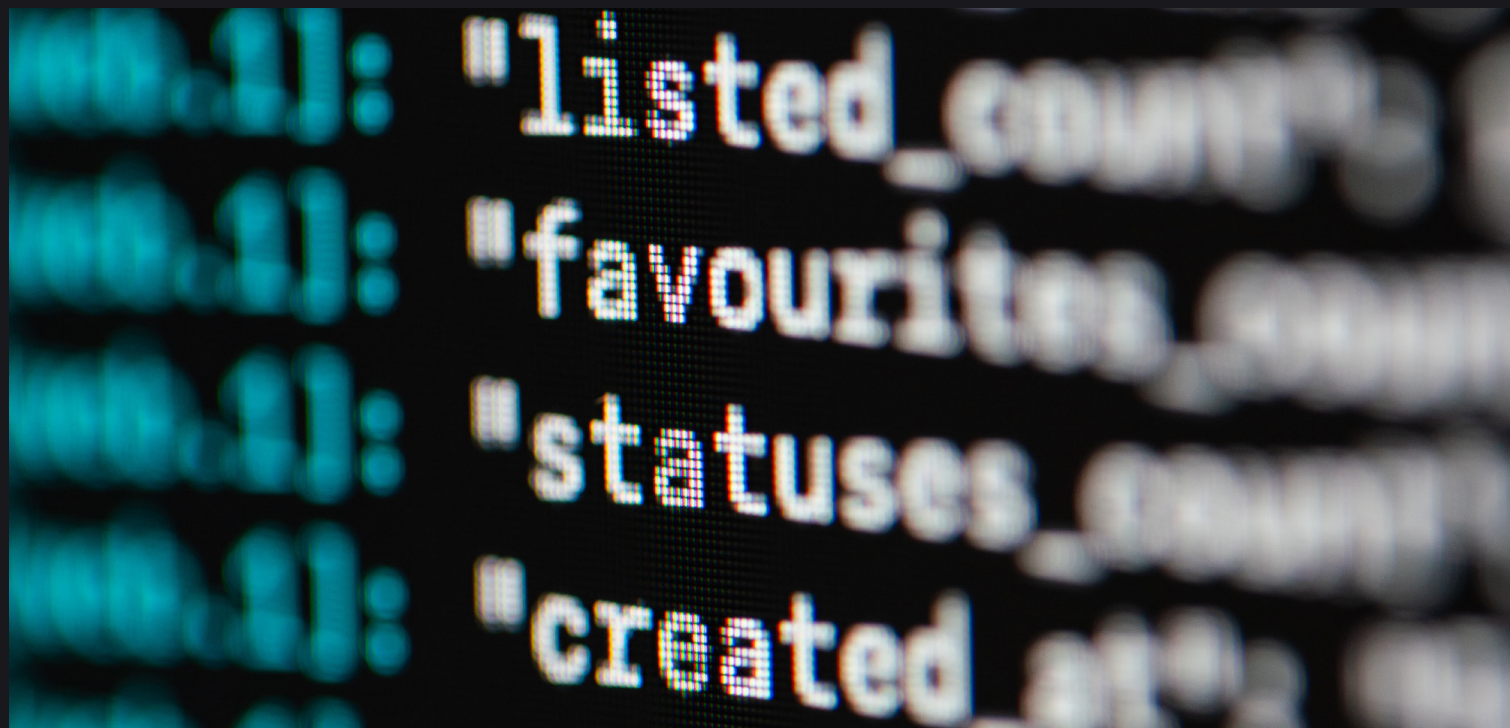
In the face of disruption, innovation and competition, Life Sciences companies and their leaders must find specialist talent faster than ever before.

Demand for top Life Sciences talent has accelerated since the pandemic, and the continued emergence of start-ups and greater interest in drug development is also unrelenting, meaning having a leading talent partner to connect employers to the very best people in the industry is crucial for its sustained growth.

We support the world's largest Life Sciences institutions by connecting them with in-demand professionals to take the next leading drug, device or therapeutic application from conception, into Research & Development, and Clinical, all the way through to Sales & Marketing.

Our Specialisms

- Biometrics
- Clinical Development
- Clinical Operations
- Commercial
- Medical Affairs & HEOR
- Medical Communications
- Pharmacology
- Quality
- Regulatory
- Research & Development



It has never been more imperative to make smart hiring decisions in the Technology industry.

Cyber security attacks have reached an all-time high, with networks now increasingly complex and businesses often leaving traditional systems and migrating towards cloud infrastructure. Having top talent in place to mitigate these threats is therefore absolutely critical to any business.

Specializing in solving hiring challenges for the world's largest Big Tech firms and data providers to innovative tech start-ups, we pride ourselves on engaging with top talent worldwide and supporting businesses with the right people, exactly when they're needed.

Our Specialisms

- Cloud & Infrastructure
- Commercial Services
- Cyber Security
- Data & Analytics
- Development & Engineering
- Enterprise Solutions



At Larson Maddox, we give essential guidance to leading firms by connecting them with the best In-House Counsel talent for their Regulatory & Legal needs.

From data privacy and formalizing financial resilience, to ensuring umbrella companies are compliant and approving innovative technologies for use, an ever-complex Regulatory landscape is emerging. With an increasing amount of laws and governance comes the need to secure the right talent to scale for growth, but also to protect your organization best.

With Larson Maddox as your leading talent partner, you can rest assured that you have the expertise needed to succeed in a regulated market.

Our Specialisms

- In-house Counsel
- Legal Operations
- Contract Management
- Compliance
- Regulatory Reporting
- Government Affairs
- Regulatory Operations
- Data & Privacy



Talent solutions, bespoke to you.

We're here to help you with your workforce in various ways, based on your specific objectives. If you are building global teams and require a multi-hire approach, seeking senior leadership to drive teams forward, or in need of professionals to focus on short-term projects, we can provide you with the right talent that aligns with your goals.



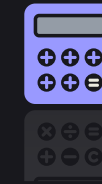
PERMANENT

Placing niche, hard-to-find talent into leading organizations, we understand that having the best professionals in your business is critical to ensure long-term growth. Whether on a contingent or retained basis, our permanent search offering helps you find the professionals you need to truly make a difference.



CONTRACT

In this fast-paced world, businesses often need a flexible, responsive workforce that can adapt to needs. Our extensive network of contractors and interim managers have the right aptitude and attitude to integrate seamlessly into companies to drive short-term goals.



MULTI-HIRE

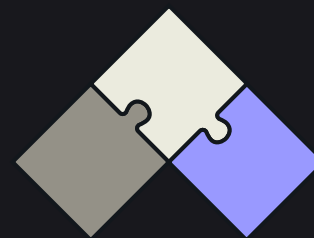
Our multi-hiring approach supports high-volume industries or businesses that are undergoing periods of rapid growth and expansion. We quickly and effectively address the staffing needs of the organization, bringing in a substantial number of new employees in a short time frame.



Our promise to you as a partner.

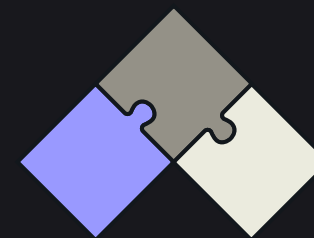
Depending on your role, you will have clear expectations on what is important in a partnership. We recognize that different departments have distinct objectives, and we adapt our approach to ensure that we can become the preferred talent partner embedded in your business.

Flexible in the way we work to accommodate the specific needs of each team, we thrive on creating deep relationships across a business. Whether you are the hiring manager, in procurement, or lead the talent acquisition team, we will work with you to deliver results.



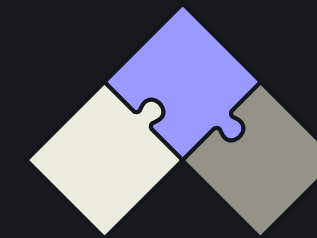
HIRING MANAGER

- Understand the end market to identify niche skills
- Fully vet and qualify talent that can make a difference
- Ownership of the client-candidate relationship
- Represent your brand to the highest quality
- Execute with speed
- Lead and manage negotiation conversations
- Provide you with industry trends to help retain talent



TALENT ACQUISITION

- Adhere to your rules of engagement, ensuring we follow your internal protocols
- Clear communication to ensure effective ways of working
- One single point of contact
- Accurate candidate profile eligibility



PROCUREMENT

- One set of terms and conditions that works across six talent brands
- Compliant global agency that can support internationally
- Simple invoice summary that covers all brands
- One point of contact



Applying our expertise.

When we start working with you, we take the time to consider what your biggest challenges and opportunities are.

Discovery conversations are important to understand where we can make the right resource decisions. We share some examples where we collaborated closely with companies of all sizes, with multiple priorities to share how we helped them achieve their goal.



01 The talent for **your vision.**



02 Investment for **rapid growth.**



03 Creating a center of **excellence.**



04 Global urgency for **delivery.**



01

The talent for your vision.

Phaidon International adds value to companies where the ambition is clear. We work with many businesses where their mission is defined, but support is necessary to source a talented workforce where specific skillsets are required.

We partnered with a renewable energy motor company with the ultimate goal of having their first electric car on the road within a year. With a limited internal recruitment department, they chose Phaidon International as an extension of their team to source niche talented professionals to bring their ambition to life.

Requiring experts in a multitude of departments across Supply Chain, Renewable Energy and Technology, we added value through our multi-hire strategy from just one point of contact. With our vast, international reach we attracted more than 50 professionals across the world, enabling them to achieve their goal at record speed.

- Cross-industry coverage
- Multi-hire solutions
- Speed & efficiency



LVI ASSOCIATES



DSJ GLOBAL



GLOCOMMS



02

Investment for rapid growth.

New investment cycles mean new opportunities, but to realize this potential, you need to execute quickly. To do this, you must have the right professionals in place to meet those goals.

DSJ Global worked with a European ecommerce firm that received large financing to take advantage of a red-hot market. They had to move quickly to expand their organization, so they partnered with DSJ Global to execute a hiring strategy across multiple divisions to deliver senior, sought-after professionals.

Offering industry knowledge and guidance on the top talent needed to expand their business and capitalize on market share, we supported hiring across multiple countries, different languages and a variety of skillsets. In record speed we helped this ecommerce firm rapidly expand, grow, and position itself as a leader in its field.

- Business-critical hiring
- Vision to reality
- Wide geographic coverage





03

Creating a center of excellence.

Building new corporate hubs requires a deliberate and methodical approach to guarantee successful commercial outcomes. We collaborate with companies, delivering competitor analysis, insights on local talent trends and market research, alongside working with senior stakeholders to build a long-lasting hiring strategy.

We partnered with a financial sciences and services firm in the United States to establish a new center of excellence in technology, with a focus on fostering growth and innovation. We offered a full-service, multi-hire talent solution across both Financial Services and Software Engineering.

Through Selby Jennings and Glocomms, our client set up their new global tech hub where we developed a talent strategy based on local data to attract new, experienced tech professionals, resulting in more than 150 hires.

- Accelerating business growth
- Creating diverse businesses
- Multi-hire solutions





04

Global urgency for **delivery.**

Business plans and corporate strategies will depict your talent objectives, yet external market conditions may cause your plans to pivot to meet new urgent demands. We work with you to put an immediate plan in place, mixing our experience of a permanent and contract workforce to deliver your new corporate goals.

In 2020, the global pandemic caused a Biotech's business to go into rapid discovery and development to produce a vaccine in record speed. Our existing relationship across Life Sciences and Supply Chain allowed us to quickly source talent to support this critical project.

Through EPM Scientific and DSJ Global we placed highly skilled professionals, both permanent and contract, to deliver and meet urgent deadlines. This enabled them to achieve approval and commercialization of the first FDA Approved COVID-19 Vaccine.

- Multi-hire solutions
- Speed & efficiency
- Vision to reality





Making the difference

Our investment in our client's growth is demonstrated through our value added services, distinguishing us in the market.

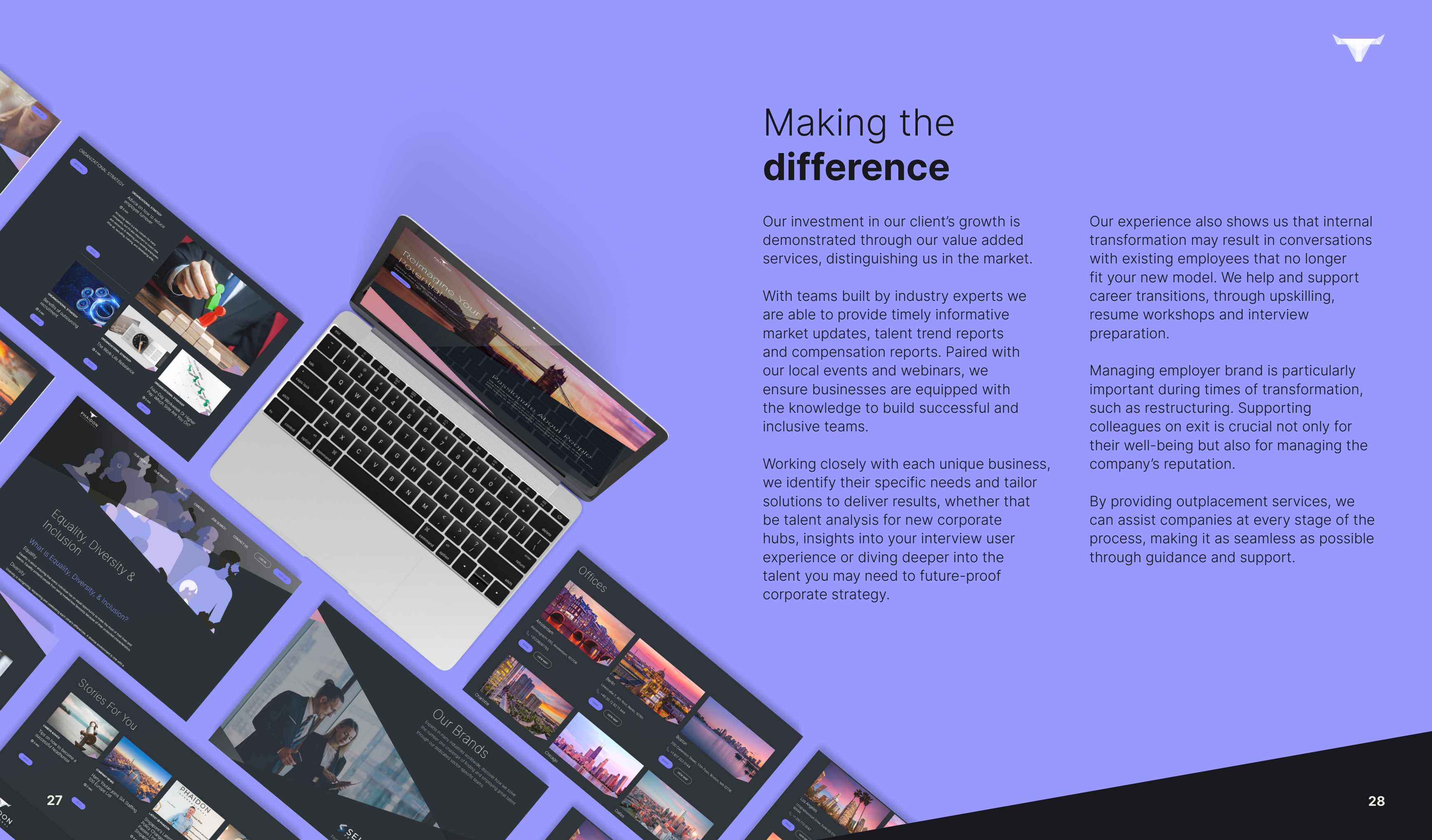
With teams built by industry experts we are able to provide timely informative market updates, talent trend reports and compensation reports. Paired with our local events and webinars, we ensure businesses are equipped with the knowledge to build successful and inclusive teams.

Working closely with each unique business, we identify their specific needs and tailor solutions to deliver results, whether that be talent analysis for new corporate hubs, insights into your interview user experience or diving deeper into the talent you may need to future-proof corporate strategy.

Our experience also shows us that internal transformation may result in conversations with existing employees that no longer fit your new model. We help and support career transitions, through upskilling, resume workshops and interview preparation.

Managing employer brand is particularly important during times of transformation, such as restructuring. Supporting colleagues on exit is crucial not only for their well-being but also for managing the company's reputation.

By providing outplacement services, we can assist companies at every stage of the process, making it as seamless as possible through guidance and support.





Frequently asked questions



Who do you work with?

Today our professional services business works with thousands of organizations across the world, ranging from the Fortune 500 through to venture-backed startups.

We form relationships across a breadth of departments, from hiring managers, talent acquisition, procurement to RPO teams. Each we approach differently to provide a service that suits their professional goals.

What geographies do you cover?

We believe that to have a great understanding of international markets we need a local presence. Our consultants are based in APAC, Europe and the US. With 15+ offices globally we pride ourselves on a wide geographic reach and regional expertise.

How do you ensure a diverse range of candidates?

Our consultative approach will ensure you are finding the right hire for your business. We work heavily on our ED&I policies and educate our clients on how to improve diversity within their business. Our consultants are trained to combat unconscious bias during the hiring process, benefiting both candidates and clients.

Do you have multiple language capabilities?

Niche talent may speak a multitude of languages and we have more than 50 spoken globally within Phaidon International. You can be sure that we will find the right person that speaks your language.

What is your pricing model?

Our pricing model varies on the challenge and opportunity presented, and we will work with you to find a solution that suits you making a positive impact to your business quickly. We pride ourselves on the expansive access to niche passive talent, and our prices are reflective of the services we offer.

What if a candidate isn't suitable after hire?

Our approach is not a one-off transaction, therefore in the unlikely event your new employee doesn't meet the requirements upon employment, we would work with you to find a solution. We see longevity in partnerships and would work with you to ensure you are completely satisfied with your workforce.

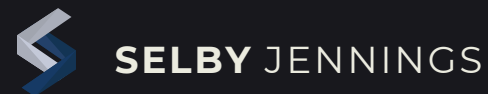
Are you compliant?

Phaidon International is fully compliant across regions for hiring talent. We have the necessary licenses where required in-country. We adhere to all regional and international legislations and are licensed to supply payroll for contractors.





What our clients say



“The Selby Jennings team took the time to really understand what we were looking for and were able to provide high quality candidates immediately. They are extremely responsive and communicate with us openly and effectively.”

“They truly added value to our firm with their deep understanding of the financial technology space and what a great candidate looks like.”



“LVI Associates did a tremendous job providing professional and quality candidates for our actual needs. They listen and understand our needs while providing candidates that meets or exceeds our expectations and right for our company’s culture.”

“LVI Associates was able to identify several candidates that we were impressed with, if our budgets would have allowed we could have hired more! I maintained regular contact with the LVI team and the delivery was also very quick, we’re extremely grateful!”



“In times of intense competition for top talent, picking the right search partner is critical to any company’s people and talent strategy. Success is not always about time to fill or quantity of fills, but the quality of the relationships between candidates, the search firm and the organization. It is truly a pleasure working with EPM Scientific. I appreciate the regular check-ins and how proactive they are about making sure the needs of my internal team, our clients and leaders are met.”

“They are passionate about the people that they represent and work relentlessly to support both the candidates and clients.”



“In a field which is more and more dominated by people valuing quantity over quality, it was nice to come across a motivated and passionate talent partner that takes time and a professional approach to finding the perfect candidate.”

“They understood the specific skill set required, promptly identified a pool of candidates, were clear in communication, and lastly helped to finalize negotiations.”



“DSJ Global has been an excellent partner to source the best talent. They are well rounded in their abilities to provide exceptional customer service and consistent communication throughout the process with myself, as the recruiter, as well as the hiring manager to ensure all parties are up to date on process and with providing real time market analysis.”

“I have been impressed with their professionalism, responsiveness, understanding of our business, requirements of the role, follow-ups, and the quality of candidates they represented.”



“What impressed me the most about Larson Maddox was that they did not waste my time presenting candidates to me that were not on point. My consultant also conducted very in-depth interviews with all their candidates (unlike many agency recruiters) and provided me with detailed information on every submittal. I received excellent service and I assure you that you will not be disappointed by their services.”

“My consultant was adept at serving our needs, while also being realistic, which is a special skill not all possess in this space. Larson Maddox goes above and beyond with both their relationships for the best outcomes and ongoing advice.”

