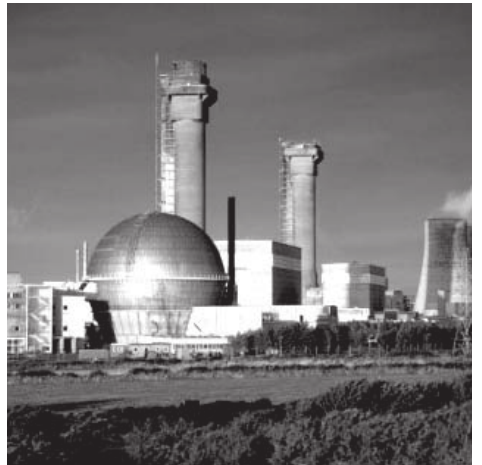




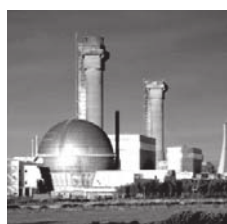
McKenzie
Douglas
In-house Legal Recruitment



Professional Personal Tenacious Intelligent Innovative Objective Consistent Proactive Flexible Successful

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Professional



Tenacious



Innovative



Objective



Proactive



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Introduction

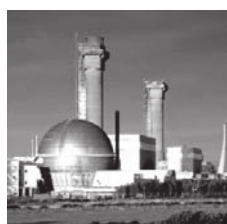
McKenzie Douglas - In-House legal specialists
since 2000

McKenzie Douglas specialises in Legal, Compliance and Company Secretarial recruitment for Commerce and Industry on a national and international scale. We represent a broad selection of individuals including Lawyers, Barristers, Legal Executives, Contract Managers and Company Secretaries, placing candidates both on a permanent and temporary basis.

Our clients range across all sectors and include BHP Billiton, Nokia Siemens Networks, Rolls-Royce, Intel, Dyson, RWE, Schneider Electric, Experian, Alcatel Lucent, Engie and Cargill International.

Our approach can be tailored to suit your requirements. In addition to running specific search and advertising campaigns, we hold an extensive database of quality, active candidates across the globe.

We understand the intricacies of the market and our consultants are experts in their fields, ensuring candidates are of the highest calibre, not only technically but also commercially and culturally.



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Overview of our Services

McKenzie Douglas offers a full service recruitment approach tailored to your requirements:

Search

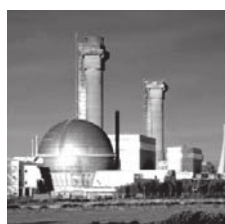
- After agreeing a search strategy, person specification and timetable with you, our research team will begin identifying potential candidates. Relevant individuals will be approached and assessed for suitability by our consultants and preliminary interviews will be conducted.
- These initial interviews allow us to promote an accurate and positive image of your organisation, as well as assessing the candidate's strengths in line with the position and enthusiasm for the role and your organisation.

Advertised Selection

- We advertise in legal trade, national and international press as well as on a range of legal websites. Using these tried and tested media we can guarantee the best possible results.
- When managing retained assignments we will handle the entire process working closely with a professional design agency to produce eye-catching adverts and ensuring best positioning in the most relevant media.
- All applicants will be reviewed and screened thoroughly before being considered for preliminary interviews thus ensuring only the highest quality candidates reach you.
- We will manage the entire offer process, from resignation to agreed start date, ensuring any potential problems are dealt with in advance.

Database Search

- We hold an extensive database of candidates at a variety of levels from newly qualified to heads of department - across all sectors and specialisms.
- Our approach and expertise earns us a strong reputation and this has enabled us to build solid relationships with candidates and clients alike, ensuring they come back to us time and again.



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UK Base Global Reach

McKenzie Douglas finds exceptional people for our clients around the world.

Through one of the most extensive international networks in the recruitment industry today, we select the right people for your team and organisation, however specialist your requirements may be.

In-House Specialists

Our focus on the in-house legal market means we are experts in this field.

Sectors

McKenzie Douglas operates in all major sectors including:

- Oil and Gas
- Commodities, Shipping and Trading
- Technology, Media and Telecommunications
- Construction, Infrastructure and Engineering
- Banking and Financial Services
- Retail, Manufacturing and FMCG
- Travel

Geography

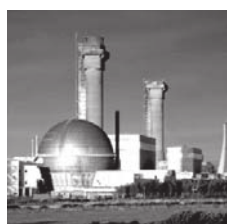
We recruit worldwide and regularly handle assignments in the following regions:

- Europe
- Asia Pacific
- Middle East - UAE, all GCC and MENA regions
- Africa
- US
- Russia, CIS

International Reach

Our consultants are UK based and can operate in two ways:

- **Remotely** - By sourcing candidates from one office via our international network we reduce our overheads and pass these savings to our clients.
- **On the ground** - When required, our consultants often travel to overseas locations to meet our clients and interview candidates on their behalf.



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UK Base Global Reach

Campaign Specialists

We have considerable experience of managing search and advertised campaigns on behalf of clients, tailoring our approach to suit their needs.

Network

Our international network spans the globe. This network has taken many years to build and includes thousands of contacts across all major organisations - worldwide.

Search Specialists

Our core business is headhunting. This means we consistently source the finest talent available for your industry.

Database

McKenzie Douglas operates an extensive database of candidates at all levels of seniority and expertise - in all locations, worldwide.

Specialist Team

All consultants are sector specialists. You will have a dedicated Point Of Contact to handle your assignment, supported by an experienced team of researchers.

Advertising

McKenzie Douglas works with a panel of global legal and industry journals meaning we can raise profile for your organisation in the appropriate media.

Administration

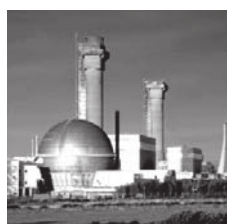
McKenzie Douglas will handle all aspects of the recruitment process.

Discretion Assured

If confidentiality is an issue our consultants are experts in managing recruitment assignments discreetly.

Ethics

McKenzie Douglas is an ethical recruiter. We pride ourselves on our long standing business relationships and will not approach employees of the companies we work with.



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Meet the Senior Team

Jacqui Douglas
Director



Jacqui manages assignments for a range of industry sectors, with a strong niche in placing senior level lawyers into blue chip businesses in the engineering and finance sectors.

Ted Douglas
Director



Ted recruits senior lawyers into the energy, commodities and trading sectors. He works closely with a number of global clients handling appointments on an international basis.

Mila Read
International Recruitment Consultant



Mila handles international legal search assignments for the Construction, Energy, Oil & Gas, Manufacturing and Pharmaceuticals sectors with a key focus on Western and Eastern Europe, Middle East, Asia, Scandinavia, Baltics, Russia and CIS.

Sanu Meah
Recruitment Consultant



Sanu is a Recruitment Consultant at McKenzie Douglas, he places In-House legal & compliance professionals into business across the UK and abroad.

Bethane Huntley
Recruitment Adviser

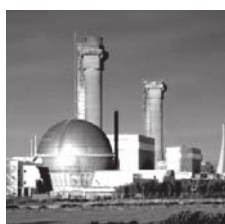


Bethane works as a Recruitment Adviser at McKenzie Douglas where she is responsible for handling candidate enquiries, identifying and matching candidates for vacancies and ensuring that the team are aware of new Lawyers registering with our business.

William Barton
Researcher



William works as a Researcher at McKenzie Douglas, supporting the UK & International Consultants on a broad range of research projects and marketing assignments.



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Testimonials

Our track record of completing difficult assignments both in the UK and often challenging locations around the world speaks for itself, but here's what some of our clients have to say...

"My personal experience with McKenzie Douglas has been absolutely encouraging; the services rendered are of the highest professional standard with an incredible degree of flexibility, speed and the right drive to provide active support."

Nokia Siemens Networks

"McKenzie Douglas has maintained a professional relationship with our organisation during the last four years. I have certainly been pleased with the levels of service we have received and as such McKenzie Douglas has become our first port of call regarding recruitment."

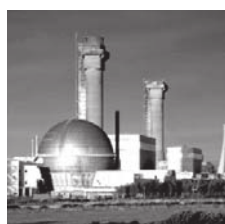
Engie (formerly GDF Suez International Power Plc)

"McKenzie Douglas has maintained a professional relationship with BHP Billiton for over 8 years. They have assisted in the recruitment of five high calibre candidates to our business. Tried and trusted they have become our first port of call for European recruitment."

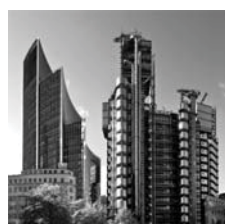
BHP Billiton

"Ericsson Television has used McKenzie Douglas in relation to a number of vacancies and for general advice concerning recruitment needs for its Legal Department... The service from McKenzie Douglas on all placements is extremely high. Communication is efficient and to the point, and the processes clear and flexible... Most importantly the advice is completely honest at all times."

Ericsson



Successful



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Client Examples

Listed below are examples of some of the clients we have worked with.

 BOMBARDIER <small>the evolution of mobility</small> Derby/London/Singapore/India Manufacturing/Rail	 bhpbilliton London/Netherlands/Singapore/ Australia Diversified Resources	 Cargill Switzerland/Singapore Commodities
 experian Nottingham Information Services	 GLOBE LEQ London Power Projects	 dyson South West Technology
 RWE <small>The energy to lead</small> Swindon Energy Trading	 OLD MUTUAL WEALTH Southampton Financial Services	 Weatherford UAE Oil Field Services
 intel Swindon Technology	 ENGIE London Energy	 ERICSSON Southampton/Turkey/Jordan Telecommunications
 Rolls-Royce London/Derby/Bristol Aerospace, Marine, Energy	 gsk <small>GlaxoSmithKline</small> Africa/CIS Pharmaceutical	 Bupa Manchester/Leeds Healthcare
 plusnet Sheffield Telecommunications	 Schneider Electric Belgium/Netherlands/Ireland/South West/Thailand Energy Management and Automation Solutions	 Continental West Midlands Automotive & Aerospace Engineering
 EE Bristol/London Telecommunications	 rotork Bath Manufacturing/Engineering	 WESLEYAN Birmingham Financial Services

See our website:

www.mckenziedouglas.co.uk

See our LinkedIn groups:

[In-House Legal Forum - UK and International](#)
[International Energy Lawyers Forum](#)

Speak to a consultant:

0044 (0)1539 446666

General Enquiries:

info@mckenziedouglas.co.uk

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