

Atlantic Research Technologies' Executive Search Services in the Middle East and North Africa

By Gemini, 7 January 2026

Here is an executive summary of Atlantic Research Technologies' (ART) recruitment services for the Middle East and North Africa (MENA) region.

1. Core Identity and Operational Model

Atlantic Research Technologies (ART) is a US-headquartered executive search firm founded in 1987. Unlike traditional firms that rely on local physical offices, ART operates as a "**virtually local**" firm. They leverage a centralized database and global outreach to recruit in over 1,500 major world markets without the need for field offices.

- **Primary Objective:** Identifying "best-in-class" senior and middle management for global companies looking to increase local market share or operational efficiency in the MENA region.
- **Methodology:** Entirely headhunting-based. They do not outsource searches, ensuring quality control and confidentiality.
- **Operating Hours:** 24/7/365 coverage to mitigate time zone differences between international clients and regional candidates.

2. Regional Scope and Focus

ART conducts assignments at various levels, including Pan-Mideast, MEA (Middle East & Africa), MENA, and sub-regional or national levels.

- **Key Countries:** Saudi Arabia, UAE (Dubai/Abu Dhabi), Egypt, Qatar, Turkey, Tunisia, Morocco.
- **Client Profiles:** * **Foreign MNCs:** Western-based firms seeking to expand into the Middle East.
- **Local Conglomerates:** Middle Eastern firms seeking "world-class" managers to run business units domestically or internationally.

3. Candidate Profiles

ART targets candidates who possess a blend of local market knowledge and Western business ethics.

- **Residency:** Mostly recruits candidates already residing in the MENA region, but also repatriates Middle East-experienced professionals currently in Europe or North America.
- **Education:** Preference for candidates educated at major European or North American universities.
- **Language Skills:** Candidates are typically fluent in English and often bilingual/trilingual in Arabic, French, or other relevant European languages (German, Dutch, etc.).

4. Recruitment Disciplines

ART fills roles across most corporate functions, with a specific focus on:

- **Upper/General Management:** CEO, COO, Managing Director, Country Manager, Regional VP.
- **Sales & Marketing:** VP Sales, Commercial Director, Business Development Director.
- **Finance:** CFO, Finance Director, Financial Controller.
- **Operations & Logistics:** Supply Chain Manager, Logistics Director, 3PL/4PL Services.

5. Key Industry Sectors

Their MENA recruitment is specialized across several high-growth industries:

- **Energy & Infrastructure:** Oil & Gas (Downstream), Natural Gas, Hydropower, Wind Power, and Mining, EPC.
- **Aviation & Aerospace:** Aircraft Systems, MRO Services, Airline Management, and Airport Ground Services.
- **Technology & SaaS:** Cloud Technologies, Mobile Applications, E-commerce, and Mobile Payment Services.
- **Industrial: Industrial Equipment, Automotive, Steel, Metals**
- **Logistics:** Global Procurement, 3PL/4PL, Warehousing, and Distribution.

6. Fee Structure and Guarantees

The firm differentiates itself through a "Simple Business Equation":

- **Low, Flat Fees:** Unlike many search firms that charge a percentage of the candidate's salary, ART emphasizes flat fees.
- **Strong Guarantees:** They offer placement guarantees to foster repeat business and long-term client relationships.

Conclusion

Atlantic Research Technologies positions itself as a specialized bridge for Western companies entering the MENA market. By focusing on **results-oriented, non-bureaucratic managers** who can harmonize local business practices with global corporate standards, they cater to high-stakes hiring needs where "failure is not an option."