

# 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."