

Atlantic Research Technologies' Executive Search Services in Africa

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Atlantic Research Technologies (ART), an American executive search firm founded in 1987, specializes in senior management executive search assignments across Africa, focusing on pan-African regional, sub-regional, or national levels.

The firm recruits non-bureaucratic, results-oriented senior and middle managers for international corporations based outside Africa seeking to expand, develop, or harmonize their businesses, as well as for forward-looking African companies.

Candidates are typically locals or expatriates residing in Africa or with relevant experience, boasting strong work histories at recognizable global firms, and fluent in English (often with additional languages like French, Portuguese, Swahili, Yoruba, Hausa, Zulu, Tswana, or others relevant to local markets).

ART emphasizes minimizing risk by headhunting from direct competitors or closely related firms within the same sector, with a focus on candidates attuned to both the employing company's culture and local African contexts.

Countries and Key Metropolitan Areas Covered

ART recruits throughout Sub-Saharan Africa, with particular emphasis on West Africa (e.g., Ghana, Nigeria, Senegal, Côte d'Ivoire), East Africa (e.g., Kenya, Uganda, Tanzania, Mauritius), and Southern Africa (e.g., Angola, Mozambique, Namibia, South Africa, Zambia, Botswana, Madagascar, Seychelles).

North African recruitment is handled through the firm's MENA practice.

Specific country focuses include:

- Ghana: Accra.
- Nigeria: Lagos, Abuja, Ado-Odo, Abeokuta, Nnewi.
- Kenya: Nairobi, Mombasa.
- South Africa: Johannesburg, Cape Town, Muizenberg, Pretoria, Bloemfontein, Durban, Port Elizabeth, East London.

Recruitment in these areas targets experienced, Western-trained locals and expatriates for foreign companies (primarily European and North American) to manage local, regional, or pan-African business units, with a focus on increasing market share or operational efficiency.

For Francophone or Lusophone regions, candidates from French- or Portuguese-speaking countries (e.g., France, Belgium, Portugal, Brazil) may be considered.

Services Offered

ART offers executive search and management recruitment services for high-impact positions, ranging from individual contributors launching new operations to leaders managing large teams.

The approach relies on discreet headhunting rather than public job postings, targeting growth-oriented companies, startups, turnarounds, or expansions—often for European, Asian, or other international firms establishing an African presence.

Recruitment prioritizes candidates with proven track records, industry expertise, and skills like negotiation, global sourcing, lean manufacturing, multilingual abilities, and alignment with client business ethics and models.

Functional areas include:

- **General Management:** CEOs, COOs, Presidents, Managing Directors, General Managers, Country Managers, Regional Vice Presidents.
- **Sales, Marketing & Business Development:** CMOs, Sales and Marketing VPs/Directors/Managers, Business Development Directors.
- **Finance Management:** CFOs, Finance VPs/Directors, Financial Controllers, Financial Planning & Analysis Managers.
- **Manufacturing & Operations:** COOs, Plant Managers, Manufacturing Operations VPs/Directors, Quality Directors, Lean Directors.
- **Supply Chain Management:** VPs/Directors for Procurement, Materials, Logistics; Sourcing Managers/Directors.

- **Information Technology:** CIOs, CTOs, VPs and Directors.
- **R&D and Engineering:** CTOs, VPs and Directors.
- **Human Resources & Legal:** VP Human Resources, HR Directors/Managers, Chief Legal Counsel.

Industries Served

ART's work spans diverse sectors, with a focus on advanced technologies and services aligned with regional strengths such as energy and mining in Southern Africa, consumer goods in East and West Africa, and logistics across the continent.

Key industries include:

- **Industrial Products & Equipment:** Automation, material handling, machine/power tools, industrial plants, steel mills, mining, airports/seaports, recycling.
- **Engineering & Construction:** Power plants, steel mills, airports, EPC, mining, agribusiness.
- **Consumer Products & Services:** CPG/FMCG, food/beverage, cosmetics, apparel, consumer electronics, retail, hospitality, media.
- **Medical & Health Technology:** Devices, equipment, diagnostics, life sciences, wellness products.
- **Energy & Power Generation:** Oil/gas (upstream/downstream/offshore), renewables (solar, wind, hydro, geothermal).
- **Chemicals & Advanced Materials:** Specialty/bulk chemicals, polymers, coatings, resins, metals, composites, building materials.
- **Aerospace & Aviation:** Aviation services, MRO services, leasing, air cargo.
- **Automotive & Transport:** automobile manufacturing and automobile retail sales.

- IT & Communications: Enterprise/SaaS software, cloud, telecom services, networking equipment.
- Fintech & Business Services: Investment banking, insurance, real estate, e-banking.
- Logistics & Supply Chain: Trucking/rail, air/sea cargo, warehousing, 3PL/4PL, procurement.

Overall Assessment

ART demonstrates a focused presence in the African executive search landscape, with coverage tailored to key Sub-Saharan countries and regional economic strengths like energy in Southern Africa and consumer sectors in East and West Africa.

Their emphasis on Western-trained talent for international firms suggests a robust network for market entry and growth scenarios.