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Experience and Achievements for the Selection of High-Level Managers

In the midst of the economic crisis, there are companies searching for high-level personnel and among the factors of greater weight for selecting a candidate to a management position, his/her experience and professional achievements stand out.

Xavier de Zamacona, founder of DeZaSearch, a company which specializes in high-level executive recruiting services, explained that in Mexico there is qualified human capital in areas such as finance, marketing, and manufacturing, but that there is less in one of the more demanded areas: technology engineering.

With 19 years in the market and an average time of three weeks to find the ideal candidate, 80 percent of his customers are multinational companies and 20 percent are large transnational Mexican companies.

It is estimated that the *headhunter* market is valued at 12 billion dollars, 43% of which is represented by North America, 33% by Europe, and Asia and Latin America with 13% and 8% respectively.

In spite of cultural differences, companies around the world coincide in their personnel requirements, mentioned Jim Carlisle, chairman of World Search Alliance, an international network of close to 30 consulting companies specializing in *headhunting*, and of which DeZaSearch is a member.