

THE PIE TALENT

Boutique executive search in international education

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The PIE Talent is a UK-based **boutique executive search firm** with global expertise within international education.



A sister division of media brand The PIE News, The PIE Talent has over six years of experience helping higher education institutions, private education providers and relevant service sector clients around the world.

Our dedicated and experienced global account directors expertly understand our clients' needs related to a wide variety of senior, commercial, operational, partnership and marketing roles.

Since 2011, we have worked on over 200 roles in 16 countries.

WHY THE PIE?

We can deal with discreet, off-radar searches or run supported campaigns.

We have experience of working in all world regions and with complex briefs.

We benefit from a knowledge of and network within international education that generalist education recruiters cannot match.

We think laterally – and have many satisfied customers to show for it.

CLIENTS INCLUDE:



WHO DO WE WORK WITH?

We work with all types of organisations operating within international education and have placed candidates in a broad range of roles across the globe.



ORGANISATIONS:

- Universities
- Language schools
- Business schools
- Pathway providers
- Examination boards
- Independent schools
- Event organisers
- Accommodation providers
- Professional services companies



ROLE:

- Managing Director
- DVCI/PVCI
- VP International Recruitment
- Sales - all levels
- Operations - all levels
- Marketing
- Business Development
- Academic Management



REGION:

- USA
- Canada
- South America
- UK
- Europe
- Middle East
- China
- South East Asia
- Africa

WHAT WE CAN OFFER

REPUTATION:

The high level of service provided by The PIE Talent to our candidates and clients has led us to gaining a reputation of being experts in the fields we recruit for. Candidates come to us or are referred to us because they know we can provide them with the best options in the market.

HEADHUNTING:

For all roles we run an extensive search campaign using our vast industry network to approach candidates directly. This approach has the advantage of accessing high calibre individuals who are not actively seeking a new position, but who could be interested in learning about a career opportunity.

SOCIAL MEDIA:

Utilising sites such as LinkedIn, Twitter and Facebook, The PIE Talent consultants are able to connect to a vast number of clients and candidates across the sectors we recruit for. We now have **44K followers** across our social media channels.

WHAT WE CAN OFFER

MARKET KNOWLEDGE:

The extensive market knowledge our consultants have gained is invaluable when sourcing candidates. They have in-depth knowledge of candidate availability and movement within the market, and the skill sets required for success.

ADVERTISING:

Each account director has an advertising budget to enable them to utilise local job boards if required, with the added value for our clients of free advertising on our own Jobs Board.

MEDIA REACH:

We benefit from our media reach to professionals in international education via www.thepiejobs.com and www.thepienews.com - our own sites which have reached **2.1 million** people in six years and we have **58K visitors** to our website each month.

FEES & TERMS

To take on a role, we charge 9% of the anticipated salary upfront (non-refundable). Clients are then allocated a dedicated account director and we undertake an extensive search on your behalf. Before a shortlist is presented, a further 9% of the anticipated salary (non-refundable) is charged.

Both fees are deducted from a final commissionable fee of 27% of the annual salary.

The final commissionable fee is only payable upon successful hire and invoiced on employee start date with the usual refund-or-replacement terms.

The PIE Talent works as an exclusive partner for all roles, and we are happy to include internal or other referred candidates as part of our process.

THE TEAM



AMY BAKER
Director

Amy is an international education expert with over 20 years' experience in the industry. She has built up The PIE and worked closely with colleagues on The PIE Talent. She divides her time between managing the overall company, working on The PIE Talent alongside her experienced team and travelling to global industry events to ensure our understanding of trends and themes in the sector is exemplary.



**HADIL
EL-AGAMI**
Global Account
Director

Hadil began her career in international education and development before joining The PIE. She has a BSc in Business Administration and specialised in International Marketing. Hadil is of Egyptian descent and grew up between London and Egypt. Her education nurtured an internationally minded, bilingual individual, gave her insight and understanding of this field and a greater ability to communicate effectively within it.



**SERENE
SUNDERLAND**
Global Account
Director

Serene graduated from the University of Durham with a BA in Modern Chinese Studies. She pursued her study of Chinese language and literature in Taipei, Taiwan and became fully conversant in Mandarin. She worked in China for several years, within the international education industry, before returning to London and joining the PIE Talent team.

THE TEAM



**DAMLA
ERCIYES
BAKER**
Account
Executive

Damla is originally from Izmir, Turkey. She studied Linguistics and English Literature, and has a certificate in teaching English. After working as a senior education consultant in Turkey, recruiting students to EFL programs around the world, she moved to London and worked at International House London, looking after Turkey and MENA. She then spent 3 months travelling around the world before joining The PIE team.



**AGNIESZKA
LUCZAK**
Account
Researcher

Agnieszka previously worked as an Education Advisor and Customer team leader at the Poland-based education agency Elab Education Laboratory. Aga has a BA in Russian Studies and an MA in Business with a focus on Eastern markets. She recently graduated from Warsaw School of Economics with a PgDip in Career Advising and Coaching, and speaks fluent Polish, French and Russian.



**PAULA
HOWARD**
Account
Researcher

Paula has worked at The PIE since May 2017. Before discovering her problem-solving skills and efficiency were perfectly suited to recruitment, she worked as a PA to the MD of an engineering firm, IT consultancy and industrial plastics company.

WHAT OUR CLIENTS HAVE TO SAY:

The PIE Talent provided excellent service, executing a search for a position in the IES Abroad Chicago office that required significant international marketing experience. The quality of the candidates was very high. Candidates were located around the world, all with experience that fit our needs perfectly. The final candidate has been an excellent fit culturally, and with the knowledge and experience required. Our account director listened well, communicated regularly with IES Abroad, and challenged us when we needed to be challenged. She then delivered an exceptional roster of candidates.



Richard Bartecki
EVP Marketing
IES Abroad,
USA

What seemed like impossible “asks” at the outset soon became a reality as The PIE Talent presented us with a shortlist of qualified and genuinely excited candidates for both roles. We made successful appointments in both roles and the experience and executive leadership within our business has been considerably increased. I can’t thank The PIE Talent enough for finding us two needles in a haystack, without compromise.



Adrian Mutton
Founder/CEO
Sannam S4,
UK/India

CONTACT

To discuss your recruitment needs and to make an appointment with us, email hadil@thepietalent.com or call +44 (0) 208 133 1217

WHAT OUR CLIENTS HAVE TO SAY:

I was very impressed with the amazing results of the search which lead to three exceptional candidates. Collaboration from beginning to end was professional and reliable as well as pleasant and congenial. Timely response and engaged commitment made it a delight to work with The PIE team, thanks to Serene. The PIE's in-depth knowledge really helped to get us the right people.



Britta Baron

Vice-Provost and Associate Vice
President (International)
University of Alberta International,
Canada

THE PIE 
Professionals in International Education

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www.thepietalent.com