



Search & Selection

Communications & Public Affairs

Specialism is our strength...

...delivering deep market knowledge to our clients. We bring a specialist's understanding to every assignment, every search, and every interview, finding exceptional candidates that fit demanding briefs.

Again and again and again

Every assignment we work on is built upon our unrivalled market expertise. Whether you need to identify a new strategic leader, recruit a team from scratch or find an interim fast, our teams based in London and Brussels can help.

Increasingly reputations and regulation will cross borders faster than most people can track them, so a new breed of international communications professional is evolving. E&A has an extensive global reach, with recruitment relationships in 22 countries around the world.

We pride ourselves on our ability to understand the individual character of every assignment. Our consultants draw from many years of search and selection experience or earlier careers in communications and public affairs.

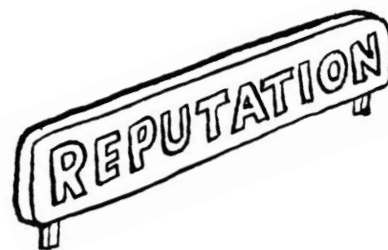
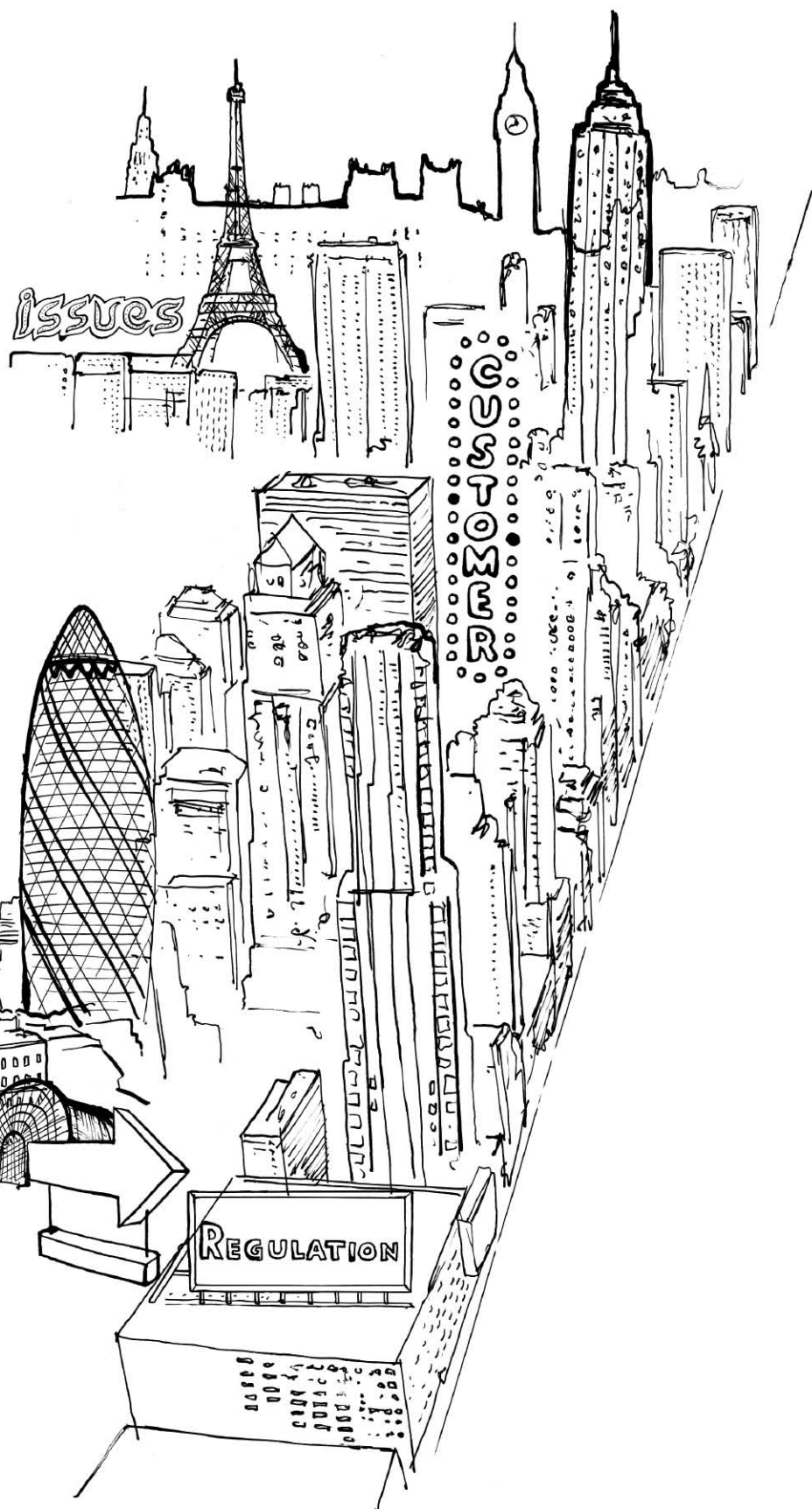
Whether you are a corporate, charity, trade association, consultancy or public body we have the right consultant to work for you.

Sending the right signals to your market

Corporate communications determines the reputation of your organisation. Large, complex organisations operating in heavily regulated or issues-rich environments cannot afford to get this wrong. An inappropriate comment can wipe value from shares, stop customers coming to your door or bring your senior management into disrepute.

We understand these implications and the importance of having an excellent senior team driving your communications strategy. Our report *Communications: A view from the Board* is the result of research conducted with the Chairmen and Group Chief Executives of major companies to find out what they want from a Director of Communications.

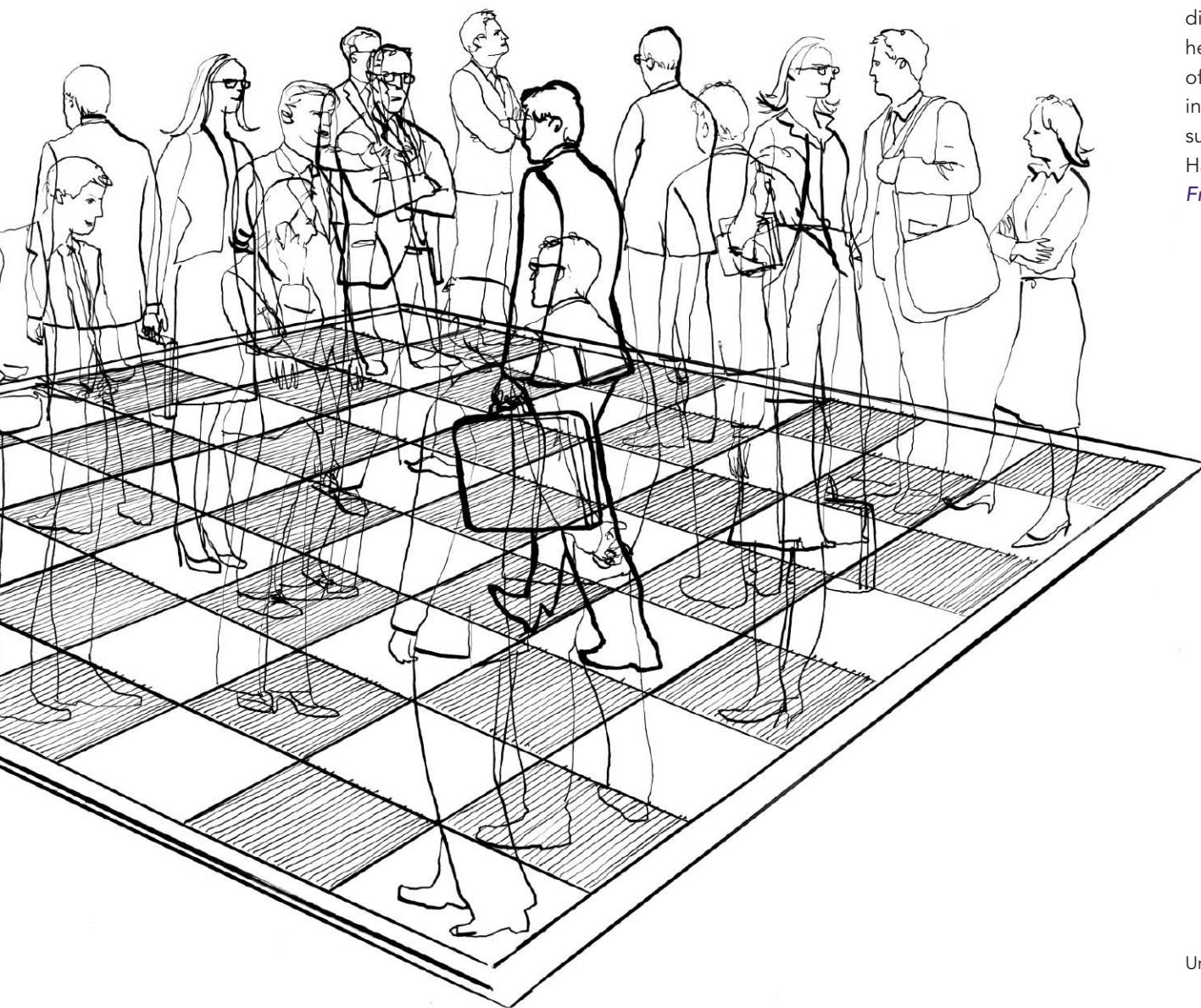
Whatever level you are seeking to recruit, E&A candidates will build your reputation with effective communication strategies. From financial PR, investor relations, media relations, government affairs, internal communications, stakeholder management and corporate responsibility we cover all aspects of corporate communications.



Most political careers end in failure - your organisation's political engagement should not

With a careful, appropriate engagement strategy your organisation can thrive by shaping the political environment. Our network of contacts and relationships across this community in London, Brussels and Washington is unrivalled and we recruit more professionals in this area than any other firm in Europe.

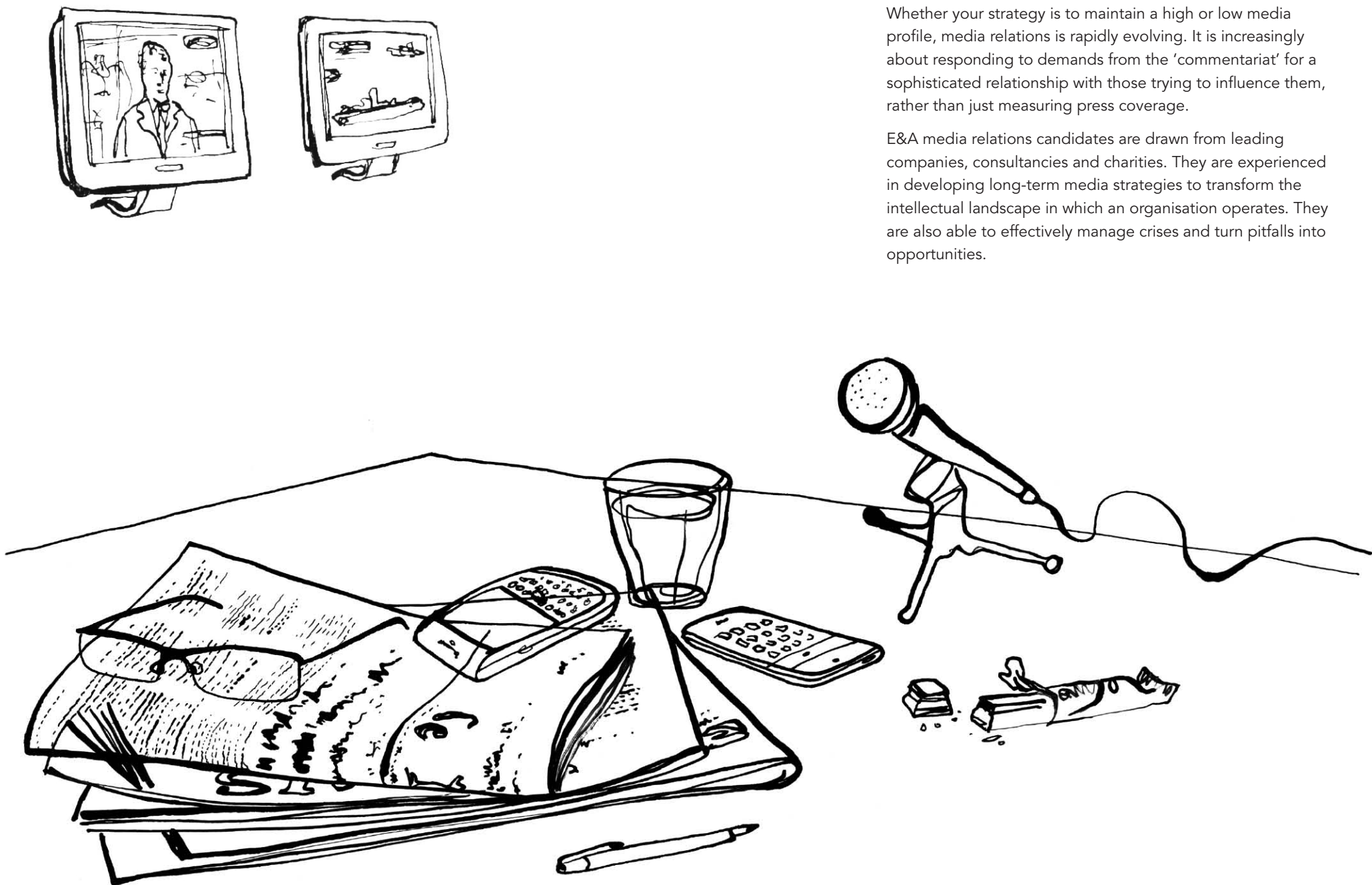
E&A started life recruiting from the political pool. Through diverse activities including hosting events at our offices in the heart of Westminster and Brussels we have gained a position of knowledge and trust. We also conduct research into the industry, including *Brussels: Remuneration Report*, the only survey on the salaries of EU lobbyists, and in the UK with the Hansard Society, the ground-breaking think piece *Lobbying: Friend or Foe*.



Read it, tweet it, speak it - our candidates manage your messages across all formats

Whether your strategy is to maintain a high or low media profile, media relations is rapidly evolving. It is increasingly about responding to demands from the 'commentariat' for a sophisticated relationship with those trying to influence them, rather than just measuring press coverage.

E&A media relations candidates are drawn from leading companies, consultancies and charities. They are experienced in developing long-term media strategies to transform the intellectual landscape in which an organisation operates. They are also able to effectively manage crises and turn pitfalls into opportunities.



Your strongest advocates should be your employees - what are yours saying?

The clearest reflection of your organisation is your employees; whether you can count them on one hand or employ hundreds of thousands across several continents. Without a considered strategy of engagement your external communications team's hard work can be undermined by staff who are, at best, simply unaware of your activity.

E&A candidates are experienced communicators who use all modes of communication to engage employees. They understand the sensitivity and tact necessary during a time of change and how to equip employees with the information to act as company ambassadors.



Timely appointments for untimely needs

If an exceptional member of staff becomes unavailable due to sickness; a maternity leave needs cover; or a project requires specialist knowledge to guarantee success, then our dedicated interim team can help. We will advise, search and introduce you to high calibre professionals who fulfil your immediate requirements.

With our depth of knowledge in communications, E&A take your priorities into account to recruit freelance and interim consultants for stop-gap projects or for interim or fixed-term contracts. We have recruited people for just a couple of weeks through to annual contracts. We deliver a full service and can advise on the management of interim contracts, the payment technicalities and how to set up as an interim professional.



For every CV you see we have seen thousands

Ellwood & Atfield's expertise is finding and knowing the exceptional communicators in the business. Time is precious. We spend ours finding the finest in the market so you can spend your time focused on your job.

Our candidates are drawn from the best in their profession. From across the globe we choose specialists from leading companies, charities, trade associations, politics and the civil service. They work with us for three reasons: the calibre of organisations for whom we recruit; our established name in their disciplines; and our commitment to building their careers.

We help our candidates grow, taking pride in advising and assisting them throughout their career. Our ability to deliver the best candidate for the job ensures longevity in post. We know the people looking for the next step in their employment. More importantly we know those who have the ability to grow or defend your organisation's reputation and influence.



We spend our lives listening to clients, candidates and the communications market - being informed gets better results

E&A is the search and selection consultancy exclusively dedicated to communications and public affairs.

E&A Search advises clients on their senior communication requirements, identifying and facilitating the appointment of high calibre candidates across the world. The team has more than 100 years of industry and search experience. This enables us to understand your needs, the business-critical issues you face and match these to the aspirations and skills of our candidates.

Our rigorous search process starts with our dedicated in-house research team. They consult our local and international networks, coupling this with independent analysis of the market (including your competitors) to create a detailed report on the most suitable candidates. This work ensures that we have the information to provide our clients and candidates with detailed advice and feedback. We pride ourselves on our problem-solving culture and commitment to long-term relationships with candidates and clients.

E&A Selection excels in placing talent by using deep market knowledge, sector expertise and marrying this with our proven selection methodology. Our clients have access to the largest number of the very best communications professionals. We make an unrivalled investment into retaining our contacts, generating candidates and updating our state of the art contact database. E&A advertises in key publications and online, extending our network of industry contacts, meeting and interviewing hundreds of communications professionals each month.

Our end goal is always loyalty and satisfaction. We represent our clients in the market, provide support and advice to our candidates. We view our responsibilities of transparency and confidentiality as paramount.



To find the exceptional
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demanding brief,
please contact:

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