



Spin Hunting Executive Search and Recruitment



Speed – performance – innovation – networks

Our Offering

**Our experience in executive search,
organizational development and
career transition
allow us to operate in
all professional cycles of the companies,
identifying, developing and supporting talents
to achieve its purpose in the organizations.**



Confidential

Why Us, What we Do, How



WHY SPIN HUNTING:

Proven top people are a powerful strategic asset, and there is no room for error.

We integrate scientific research with our practical experience, and industry-specific expertise to recruit professionals of all levels and functions at organizations across every sector.



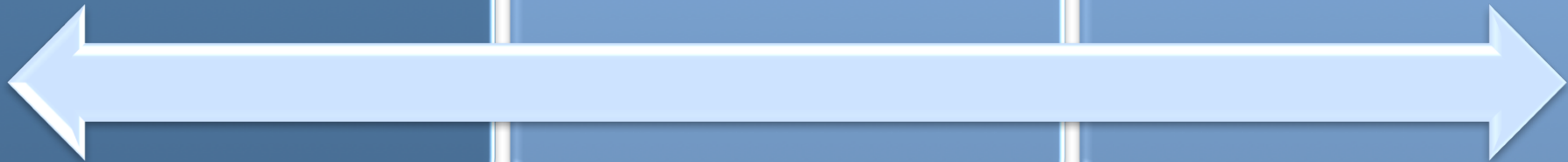
OUR SOLUTIONS:

- > Board Director recruiting
- > Executive Search
- > Professional Search
- > Recruitment Process Outsourcing (RPO)
- > Project Recruitment

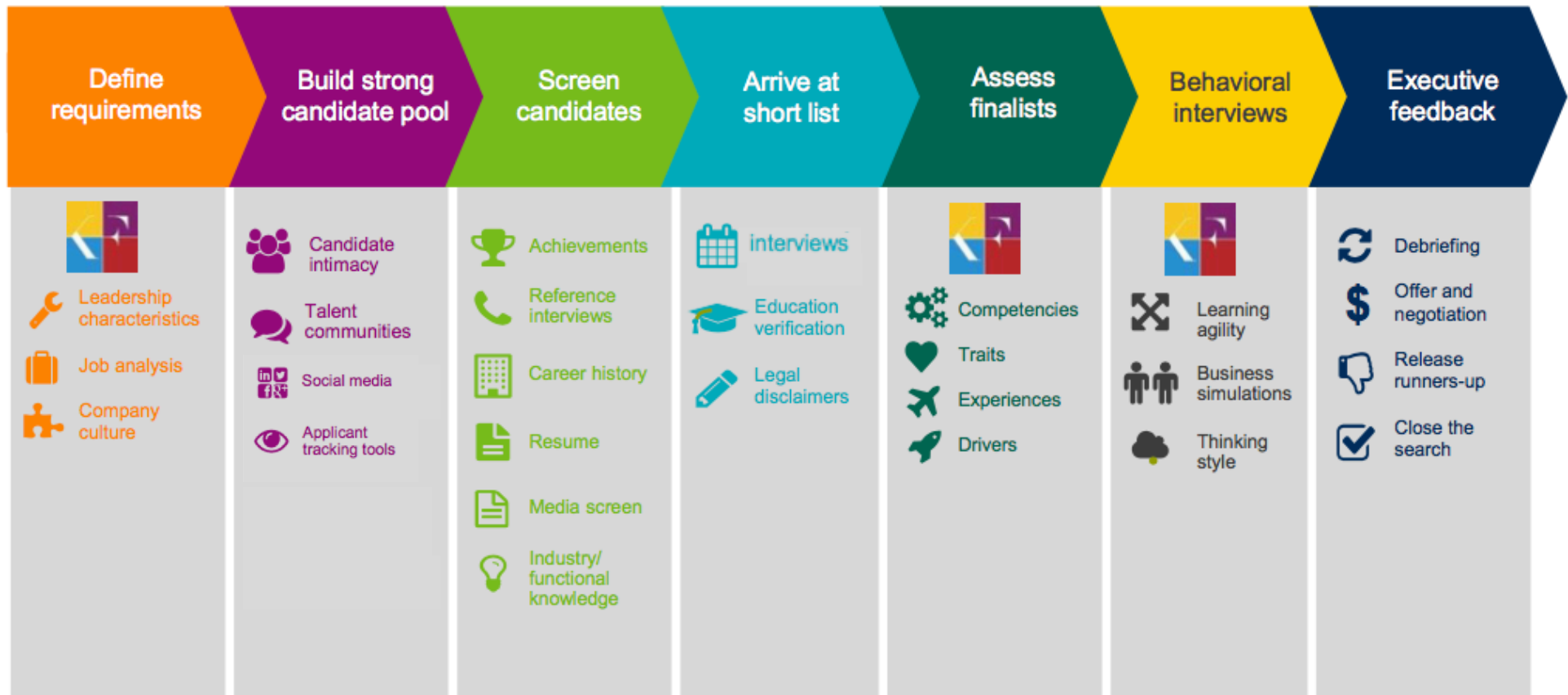


OUR DIFFERENTIATORS:

- Hundreds of professionals successfully placed.
- Speed to the Market
- Affordability
- Hands-On Approach
- Flexibility and Partnership
- Our team has several years of deep industry experience working with our clients so we can have straight away very detailed insight on the required talents
- Unique approach that seamlessly integrates vast practical experience with in-depth scientific research.
- Science-based assessments that are statistically proven to generate better results.
- Use of web-based technologies and candidate sourcing tools.
- Worldwide talent database spanning all major industries and functions.
- Depth of experience advising boards, leadership teams, and HR leaders on objective diversity and inclusion recruitment practices.



Our Process



4 Dimensions Leadership and Talent



WHAT YOU DO

Competencies

Skills and behaviors required for success that can be observed

Example:

Decision Quality, Strategic Mindset, Global Perspective, Business Insights, etc

Experiences

Assignments or roles that prepare a person for future opportunities.

Example:

Functional experiences, international assignments, turnarounds, etc

HOW YOU ARE

Traits

Inclinations, Aptitudes and Natural Tendencies a person leans toward, including personality traits and intellectual capacity

Example:

Assertiveness, risk taking, confidence and aptitude for logic and reasoning

Drivers

Values and interests that influence a person's career path, motivation and engagement.

Example:

Power, Status, Autonomy and Challenge.

Typical Timings for a Search

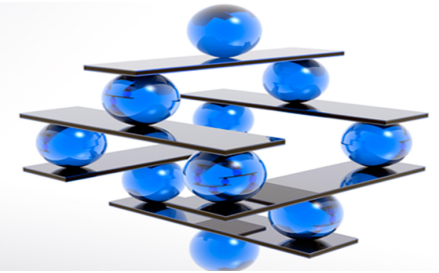


Activity	Week												
	1	2	3	4	5	6	7	8	9	10	11	12	
Define search objectives through Position Builder; search kick-off	█	█											
Agree specifications and initiate research and outreach	█	█											
Initial candidate telephone evaluations	█	█	█	█									
Prioritize candidates with client and review progress			█	█									
Invite candidates to complete Executive Exercises			█	█									
Conduct face-to-face interviews with priority candidates				█	█								
Client interviews with candidates (round 1)					█	█	█						
Client interviews with candidates (round 2)						█	█	█	█				
Check references. Select candidate									█	█			
Extend offer									█	█	█		
Follow up with client and candidate										█	█	█	
Obtain feedback from client													█

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Julio Franca

OUR TEAM



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Julio is a well seasoned professional with over 20 years of international cross-functional expertise in areas such as Supply Chain, Procurement, Customer Service, HR, Finance and Learning. He has worked in organisations such as Unilever and Accenture and has worked with an extensive range of clients in Consumer Goods, Retail, Consulting and Learning.

Julio has successfully lead several transformational programs in blue chip companies around the world and is a professional widely recognised by his intellectual, creative and hand-on approach in fast delivering tangible results to his clients and partners.

Developed through his large range of different strategic and operational roles in blue-chip multinationals, Julio possesses strong leadership skills, natural ability to influence different stakeholders, multicultural multi language experience and well superior communication and facilitation skills.

He holds a Bachelor's Degree in Naval Engineering with a minor in Logistics from Universidade de São Paulo, a Master Degree in Finance from Fundacao Getulio Vargas and a MBA from Rotterdam School of Management. He is also APICS and CIPS certified and fluent in English, Spanish, Italian, German and Portuguese.

Based in Mexico, Julio has lived in 7 different countries (Brazil, Chile, Italy, Netherlands, Unite Kingdom, Germany and Mexico), has travelled over 100 countries and possesses differentiated general culture.

Our Experience



Confidencial

Some Clients' Views

"The execution was meticulous, well thought out, strategized, visually impactful and easy to follow."

(VP- End-to-End S/Chain – FMCG Multinational)

"Spin Consulting in short exceeded expectations in the completion of these work streams and in all cases delivered over and above what was expected."

(Director – Customer Service – FMCG Multinational)

"Spin's ability to read peoples styles of working, intuition, ease/difficulty in understanding the subject on hand and how to best incorporate it into existing work pieces was invaluable."

(Director – End-to-End S/Chain – FMCG Multinational)

"Extremely business orientated, Spin has been always linked to the market, identifying opportunities and risks in advance."

(VP- Supply Chain – FMCG Multinational)

"Spin consultants were patient and respectful where it was required and hard but fair in holding people to account where necessary. They were able to adjust their style to what the situation warranted. This is a very necessary quality in working with a large FMCG like ours."

(Chief Procurement Officer –FMCG Multinational)

"Spin has distinguished for its capability to be 'one step in front of everyone', excellent structural approach about how to address problems and great capability to bond with different stakeholders. Spin is very reliable and has strong analytical skills! A great investment for any company."

(Director – Supply Chain Capabilities – FMCG Multinational)

"Spin was able to establish close relationship with main stakeholders (including top organization) and put in place a very efficient communication framework."

(VP – Supply Chain Planning – FMCG Multinational)

"Yes, I would recommend it. Ease of use, well structured, thorough, relevant, excellent support."

(Senior Manager – Logistics – FMCG Multinational)

"Spin" can be translated as "Results". In short periods of time, Spin's team is capable of understanding its client's objectives and translate them into tangible results. They are constantly challenging the status "quo", which helps us to understand and capture new business opportunities."

(Director – Regional Logistics – FMCG Multinational)

"Honors commitments and, though promoting deep and effective relationships, is able to keep sensitive information confidential."

(Director – Human Resources / Supply Chain – FMCG Multinational)

"Spin has strong analytical abilities and is rigorous in its analysis of issues. They can quickly break down problems, seek expert input and from this recommend and implement solutions. Spin is results driven and has not failed in meeting an agreed deliverable."

(VP – Procurement – FMCG Multinational)

"Spin was a key player in the transformation from independent country/unit operation to a single regional supply management process and organization. It was period of great change and excitement. Spin did a great job and was rewarded for its attitude and results."

(VP – Procurement – FMCG Multinational)

"Spin is a committed and creative consultancy who found many new ways of getting things done effectively; a pleasure to work with."

(Manager –Regional S/Chain – FMCG Multinational)

" This project with Spin has been a great opportunity for us to deep dive and better understand our business. We really appreciate your efforts on supporting our target achievement."

(Director – Niche Boutique Consultancy)

"We have hired Spin Consulting to negotiate a partnership with a multinational group, to design a change / recovery process and to design our strategic planning. Among numerous qualities, I would like to highlight: 1) the ability to move with people from different countries and cultures; 2) the power to turn conceptual thoughts into business plans; 3) the far above average enthusiasm; and, 4) the proficiency to facilitate and harmonize discussions in heterogeneous groups. Spin also gave individual coaching sessions for our senior directors and, unanimously, it was a milestone in their careers. Compared with McKinsey and Accenture (with I'd worked on several projects in previous jobs), Spin's Powerpoint's are not so fancy, but Spin's solutions are by far more lifelike and feasible."

(Director / COO – Agro-Pharmaceutical Company)



In Summary:





Speed – performance – innovation – networks