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## **Meeting global executive recruitment needs**

*Australian firm builds strong presence in Asia Pacific markets*

October 2010

Australian-based Malcolm Duncan (The Insight Group) is acutely aware of the need for good executive search partners in Europe and the Americas, to assist in his client's business growth. "Many of our clients are global, with a reach that goes beyond Australia," he explains. "To stay relevant to those clients, we have to stay relevant to their regional needs – as they step into different global locations, we need to be there with talented executive search people, to meet their needs in growing their business."

With his recent appointment as a Board member with IRC Executive Search Partners, Malcolm knows he can provide his clients with seasoned search partners they can trust. He says: "When we can provide that service through people we've worked with and know, then that's an invaluable resource, and we can attain that through our partnership with IRC."

Malcolm entered the field of executive search in 1988, and co-founded The Insight Group in 1994, which works with the Top 100 Australian companies and Fortune 500 organisations. He sees changes in client focus: "Increasingly, our clients are looking to Asia for opportunities to expand their business footprint. It's critical to have very strong global partners in SE Asia, China and the Indian sub-continent."

The Insight Group's consultants and researchers have experience operating in international markets and, where appropriate, sourcing candidates from offshore, particularly for roles based overseas. In such instances, The Insight Group works with other members of IRC Global Executive Search Partners, of which it is the Australian member firm representative.

Malcolm adds: "We see the importance of being globally connected. Our industry is a global one, and talent is now a global resource. Where there's a global movement of people, we need to be connected to a global network – that's what IRC has provided for us."

As he explains, Australia is a resource-rich country, and the opportunities provided by China are enormous. "To ensure Australian clients' success needs a strong presence in China; The Insight Group has a partner in Shanghai. However, the real advantage (for clients) is they get local partners on the ground in those locations, who really understand local and regional business and commercial conditions."

**About The Insight Group**

The Insight Group is an independent, Australian owned Executive Search and Talent Advisory firm with offices in Sydney and Melbourne. We have successfully consulted to some of Australia's leading public and private companies and organisations since our formation in 1994. Our team-based, non-commission approach enables us to dedicate the resources of our entire research and consulting staff to executive search projects. This is a critical success factor when working in areas of short talent supply and when making senior appointments. Senior executive recruitment requires a research based methodology which identifies and targets appropriate individuals currently operating successfully in their chosen industry or profession. We also understand that successful executive search is a risk management process. We therefore work with our clients to undertake appropriate candidate referencing and verification procedures.

**About IRC Global Executive Search Partners**

IRC Global Executive Search Partners is a market leader in the global executive search industry with a track record of over 20,000 completed assignments for 1,000+ clients in almost every conceivable industry segment and function. Our clients range from large multinationals to middle market companies that enjoy the advantage of working with leading local firms around the globe, providing them access to expert local market knowledge, the agility and commitment of owner operated firms and the global reach of a strong alliance.

With a growing roster of leading executive search firms across Europe, the Americas, Asia and Australia, IRC Global Executive Search Partners has more than 250 accomplished executive search professionals. Ranked among the world's 15 largest retained search firms, IRC Global Executive Search Partners has been providing consistent and high-performance executive search solutions to its clients for the past fifteen years.

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