

**Central & Eastern Europe Overview**

With the rapid acceleration of the new European economies and the substantial improvement in investment flows into Russia and the CIS, competition for top talent in the C&EE Region is fierce. The speed with which the economies are changing up has dramatically increased the demand for qualified management talent. This has been the key limiting factor in business growth in Russia, Central/Eastern Europe and related Emerging Markets throughout 2005 and it promises to be a continuing factor in 2006. With the new wave EU entrants now firmly on the map and more waiting in the wings, there is considerable scope for further development in existing new territories.

The new government in Poland may make policy unpredictable, still further change in sectors such as automotive where the drive towards e-manufacturing is kicking in, will spark a dynamic labour market. The Hungarian and Czech economies keep on growing, Russia's economic climate is improving according to the World Bank's 2005 year end review and FYROM looks poised to enter the EU accession process.

There has been a continued demand for top local talent in all these countries, especially for those benefiting from international experience. For selected strategic roles, ex-pat demand continues to be strong. Significant expansion in key industry verticals and the emergence of an increasingly dominant local competition has left a talent gap that needs to be efficiently and quickly addressed if western companies want to regain their momentum.

With over twelve years experience of building a network and operating in Russia, the CIS and elsewhere in Eastern Europe, Farn Williams is quickly able to find the best talent, both locally and internationally.

The complexity, competitive nature, size of and interrelationships between the key CEE labour markets has led to an increased focus on long-term talent growth. Our commitment to finding and providing this talent and a deep knowledge and presence in the local markets enables us to guide our clients through their recruitment processes.

**Key Industries**

Manufacturing & Engineering;  
Automotive  
FMCG & Retail  
Oil, Gas & Power  
Technology & Media  
Life Sciences

**Key Functions**

Finance & Controlling  
Sales & General Management  
Operations & Logistics  
HR  
Trading & Commercial

**Key Geographies**

Russia & CIS  
Czech Republic  
Central Europe  
Other Eastern Europe

**Testimonial**

*Not only was the search extremely broad and comprehensive (backed up with a full search report outlining which companies were called, market intelligence and so on) but also Jonathan Brown added real value in being engaging and persuasive in all dealings with candidates. The result was that the very best "off market" candidates, those that were not actively looking for a new role, were presented and brought to the table to discuss the opportunity. Our new Finance Director comes with the right mix of professional and soft skills, backed up with solid international experience in Western Europe. The shortlist was delivered on budget, on brief and on time and we are looking forward to working with Jonathan Brown and Farn Williams again in the near future as our search partner.*

Daina Vaitiekuniene  
Human Resources Director Baltic States  
GlaxoSmithKline

**Consultants**

[Jonathan FARN](#)  
Business Development Director

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