



**Technology, Media & Entertainment**

Demand for Leadership and Operational Management is strong and competitive in the Technology, Media & Entertainment sectors. Despite consolidation, cost pressures and changing times in the digital studio production, sell through and content markets, top talent is high on any CEO's agenda. With digital formats and wireless availability escalating and hunger for marketable content now speeding up the convergence of music, visual entertainment, telecoms and internet, finding the people to give your business the edge is a premium and mission critical service.

2006 brings new challenges to media companies concerned about erosion of traditional business models. Having invested heavily in digital businesses in 2005 many will be seeking top talent to build and manage these in 2006. Similarly in Software and related Consulting services, new market opportunities are arising across vertical segments such as ERP, EAI and specialist industry software for example FI's and Trading.

Our consultants provide unparalleled search expertise and a unique flexibility enable them to identify top talent and assist clients through the often complex process of attraction and retention in these sectors. This can mean acting fast, map out an incestuous and fairly small market and arranging for the best in the pool to meet our customers at short notice.

Our clients represent a broad range in both size and business lifecycle, from relatively small but mission critical emerging markets companies (you don't need a large business to lose a lot of money!) to established Western European divisions and subsidiaries.

As well as having a strong network in the established markets of Northern, Central and Southern Europe, we are extremely well placed to deliver rapid market intelligence in emerging/accession Europe countries and other growing EMEA territories.

We have references and case studies to illustrate our delivery expertise.

**Key Verticals**

- Film, TV/ Broadcast Entertainment
- Music
- Telecom Content & Service
- Software & related Solutions

**Key Geographies**

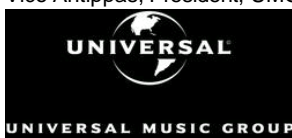
- Germany, France, Spain
- Scandinavia & Northern Europe
- Central & Eastern Europe
- CIS & Russia
- Other EMEA Emerging Markets

**Testimonial**

Zurich, November 18th 2005

I have successfully used Farn Williams to execute and deliver searches for a number of senior roles in the Central & Eastern European Region. I found that in these markets, having an Executive Search partner that you can trust, who is flexible and responsive, makes all the difference. Farn Williams were not only able to provide accurate and relevant shortlists on time and to brief, they also rapidly delivered crucial market intelligence reviews of the competition and related Broadcast Media sectors in mission critical markets. I found I was able to get exactly what I wanted, a shortlist of the best local talent who also demonstrated an international company culture and mindset. I would have no hesitation in recommending Jonathan Fan and Farn Williams for any mid to senior level Finance, Sales, Operations and General Management hires in the Entertainment Sector, and for their integrity, market knowledge, delivery and professionalism.

Vico Antippas, President, UMG International, C&EE



**Contacts**

- [Jonathan FARN](#)  
Business Development Director  
Technology and Entertainment
- [Jonathan BROWN](#)  
Media, Technology & Software  
Central & Eastern Europe
- [Carin STROEM](#)  
Software and Solutions  
Nordics and Germany

