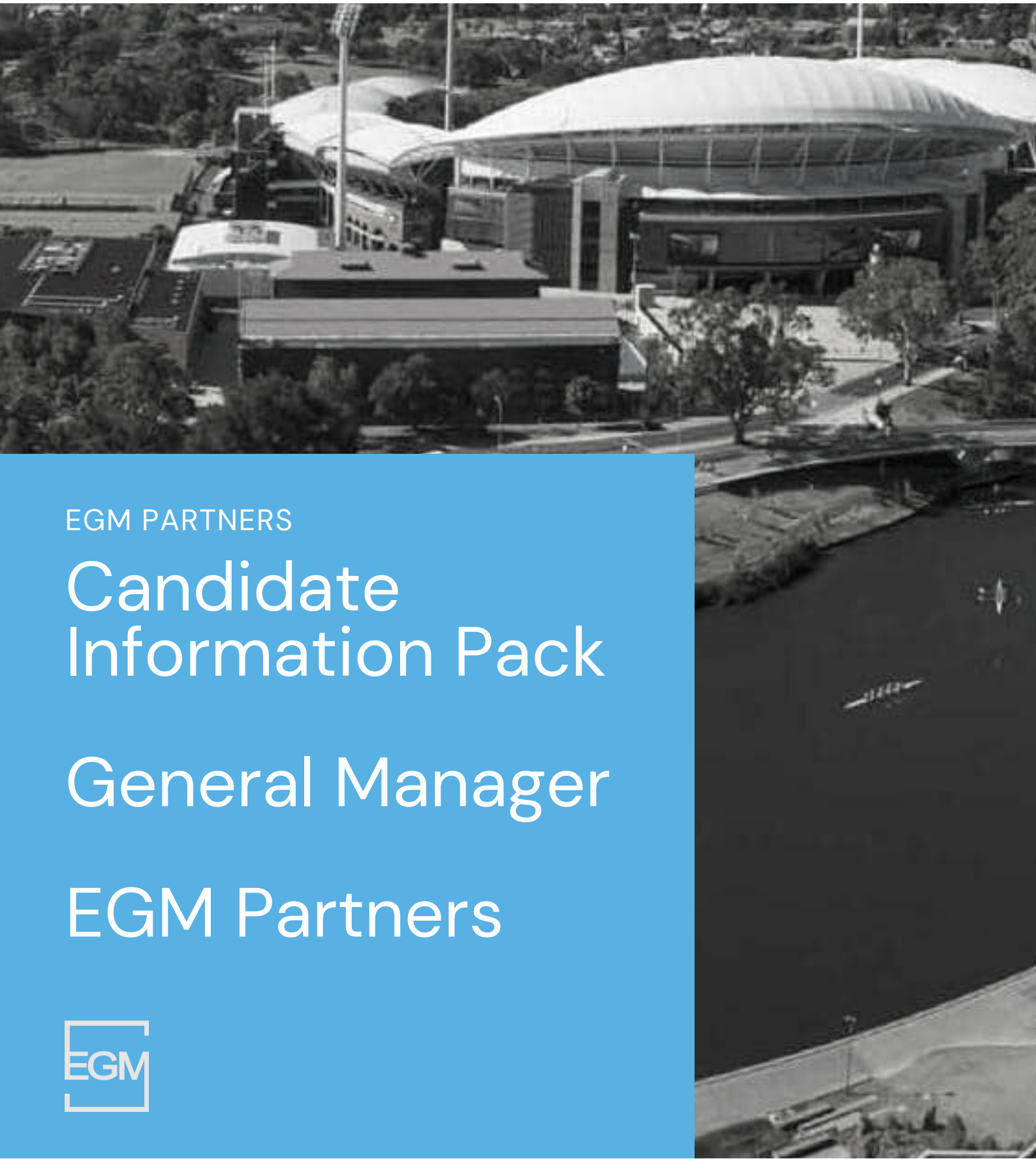




EDWIN  
GEORGE  
MERCHANT

EGM: Executive Search and Recruitment



EGM PARTNERS

# Candidate Information Pack

## General Manager

## EGM Partners



## THE COMPANY

Founded 7 years ago, EGM Partners has rapidly emerged as a force to reckon with in the executive search, recruitment, and HR consultancy industry.

We're not just about placements; we're about creating connections, building dreams, and reshaping industries. Fully SA owned and operated, we stand tall, proud, and ready to take on the future.

Reporting into the Founders - Lead an award-winning, South Australian owned and operated Executive Search and specialist recruitment team.



## **The EGM Story**

We've built more than just an Executive Search and recruitment firm; we've crafted a movement.

We're looking to find someone excited about guiding us to the next stage of our journey...

...that's where you come in.

EGM was founded in 2017 with a mission to help build better companies, create a place that helps people be the best versions of themselves and progress South Australia. The mission remains the same, the company has made waves in the industry, won a heap of awards and had exponential growth...and it feels like we're just getting started.

### **Where did the name come from?**

The Founders had a strong vision to make the world a better place and get fulfilment (aka building better companies, creating a place to help people be the best versions of themselves inside and outside of work and progressing South Australia).

They wanted people to join the movement so it couldn't be about them but they wanted it to mean something. Their maternal grandfathers Edwin and George were instrumental in guiding their personal values.

## The name contd...

It was about creating an environment that allowed brilliant recruiters to be the best versions of themselves inside and outside of work. A place where we would perfect and improve our craft each day, while not neglecting loved ones and home life...and having fun.

A place where our "future selves" would be proud of us.

Edwin George Merchant

- **Edwin** "Eddie" Boehme (Yas' Opa): Moved to Adelaide, Australia from Eastern Germany with a young family in search of a better life. *Courageous* to take the leap and seize the opportunity he could create for his family.

- **George** Pybus (Mark's Grandad) - Moved to Adelaide from Sunderland, UK (a lot more recently) to join his family here. An *authentic*, honest, kind, working-class man with no ego - who has time for everyone (still)...especially if there's sport and a pint involved.

Eddie and George never met (Eddie passed before George moved here) but we're sure they would have enjoyed a good yarn and hopefully be proud of their grandkids...and agreed to disagree about the 1966 World Cup Final refereeing 🏠⚽🇬🇧🇩🇪 .

- **Merchant** Taylors - Mark's old school. Encouraged him to be *curious*, challenge himself and always engage in critical thought.

## Our Values: **Curious, Courageous and Authentic.**

Fast forward a few years and we've got a brilliant team who live and breathe the values...and we hope that we've played a part in helping them be the best versions of themselves inside and outside of work...while helping build better companies.

EGM Partners is proud to be privately owned...100% South Australian owned and operated...but even prouder of the people on the journey with us and those that continue to trust us and put faith in what we do.

We currently delivery recruitment and executive search solutions to all sectors in SA and Nationally in the following areas:

- Accounting & Finance
- Technical & Digital
- Construction & Engineering
- Human Resources
- Sales & Marketing
- Business Support

The team is 17 Advisors strong with a mix of seniority spanning from 17 years experience to 1 year experience in the industry.



## + Your Role

### **Champion our Mission:**

- Lead and breathe our three-fold vision - Building better companies, Helping individuals in becoming the best versions of themselves, and progressing South Australia.

### **Empower our Team:**

- Your primary responsibility? Our incredible team of 17. Mentor, inspire, and lead them to be the best versions of themselves, both inside and outside of work.

### **Drive Growth:**

- We're proud of our trajectory so far – being recognised in the BDO Fast Movers, AFR Fast Starters (and Fast Movers) and recognised national as one of the best medium sized agencies in Australia by the likes of SEEK, HRD Magazine and Sourcr, ...

### **Now, we're setting our sights even higher:**

- You will be instrumental in our quest to further grow our business dimensions in the next three years.

## + You're Perfect for the role if you are:

### **Passionate about People:**

- At EGM, our strength lies in our team. You should not only lead them but celebrate their successes, support their growth, and be their strongest advocate.

### **A Visionary Leader:**

- While accolades and awards are fantastic, our true reward lies in our service. Be ready to continually raise the bar, challenging the norm and setting new industry standards.

### **Values-Driven:**

- To us, courage is not just about taking risks but asking the hard questions. Curiosity goes beyond just a job description or CV. Authenticity means being genuine in every interaction.

### **South Australia-centric:**

- We wear our South Australian heritage as a badge of honour. We're not just looking for someone to manage our operations, but to champion our South Australian spirit.



## You'll also:

- Align with our values: (*Curious, Courageous, Authentic*) and *Mission* (if you've read up to here you should know it)
- Be highly motivated and goal-oriented, with a desire to help others achieve their career goals and dreams
- Be adaptable and resilient to adversity

## Experience:

We are looking for someone with a proven track record in an Executive Leadership Role where you've lead people to go above and beyond in their role.

An ability to identify and develop future business opportunities is also key. Knowledge of our industry is important, experience in it not so much.

## + Compensation and Benefits

- Commensurate with experience c.\$200k plus super plus bonus (uncapped). (OTE of >\$350k plus super).
- Tools of trade (laptop/phone bill reimbursement).
- We've got a list of benefits as long as our arm that make us an employer of choice with high engagement and low turnover.

Working Conditions	Details
Hours of work	Standard 38 hour week Monday - Friday (core hours between 9am - 5pm)
Work environment	Flexible working arrangements Social (very social) team environment Hybrid working (to be at discretion of Manager)
Benefits	4 wellbeing days of leave (Doona Day) + birthday leave per year A modern, spacious office situated on Pulteney Street Genuine commitment to work/life balance Proudly South Australian owned + operated

## KEY WORKING RELATIONSHIPS

### Internal

- Founders
- Leadership Team
- External Advisors
- Recruitment Advisors

### External

- Customers: 1) CEOs and HR Directors of current and future clients 2) Candidates
- Suppliers (Jobs boards like seek, LinkedIn, our CRM).

