

Agxecutive Recruitment & Training

Leader of integrated HR services and strategic consulting for agribusiness in the
Black Sea Region

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v0



LIDER ÎN HR
ÎN AGRIBUSINESS

Who we are?

- ▶ **AGXECUTIVE** was founded in Bucharest, Romania, more than 4 years ago to match the needs of corporations with human expertise in a dynamically growing, yet highly competitive, agricultural sector
- ▶ Our team of experts is summing-up more than **15 years of cumulated experience** in the sector.
- ▶ Briefly in a nutshell our services for the agribusiness: Executive Recruitment, Continuous Professional Training, Strategic Consultancy, Personnel Leasing to support streamlined, lean locally-based business development.
- ▶ Successfully served more than **40 companies**, 95% of them multinational, with cumulated global turnover in excess of 125 Bln. EUR and local businesses of more than 2.5 Bln. EUR.



Where we are?

- ▶ We are based in **Romania** (5th biggest agriculture in EU), serving all the **Black Sea Region**
- ▶ Our region is the growth motor of agriculture in Europe, with **large size farms** for arable crops increasing the intensity of their technology every year via sustained investments
- ▶ Horticulture and animal growing are continuously expanding following vegetal output increase
- ▶ Vertical and horizontal integration of the value chains remain a challenge (distribution and transformation), as well as farming governance (farmers' associations, cooperatives)



How we do it?

- ▶ **Executive Recruitment:** Head hunting recruitment via an exclusive, retainer-based mandate
- ▶ **Continuous Professional Training:** Customized team-building and technical-commercial training programs; since 2017 we have trained more than 100 professionals
- ▶ **Strategic Consulting:** HR consulting: profiling, evaluation, organizational change management, 360 ° career management strategies, organizational design
- ▶ **Personnel Leasing:** supporting with payroll, admin & training the ambitious companies willing to have a close, but financially light, technical and commercial presence in our region via dedicated teams



Successful missions

- ▶ **Recruited the CEO** of a multinational seeds company following local team turnaround in a context of global merger between seeds and crop protection mother companies.
- ▶ **Staffed all N-1 country board level positions** of the biggest inputs distribution actor in Romania, international investment fund, centralizing critical product management and supply chain functions in a post M&A operation.
- ▶ **Trained** in negotiations skills, both sales and purchases, **the front and back office teams** of the global seeds market leader for added-value field crops to sustain the internal strategic challenge of promoting crop protection together with seeds.
- ▶ **Trained the board of an emerging national distributor** after a deep rebranding and market repositioning resulting in a quick-win short-term action plan following strategic SWOT analysis.
- ▶ Given **long-term strategic consultancy services** to a regional **market leading software editor** aiming to develop a farm management ERP and a market place for agriculture.



Why you should work with Agxexecutive?

- ▶ In a **highly competitive market**, where nobody seems to be able to find the right People, we are successfully recruiting the best talents by applying **solid proof human intelligence methodologies**. We are therefore securing **privileged access to the most qualified network of stakeholders**: both decision makers and candidates.
- ▶ In a fast moving and highly competitive sector where it is **difficult to control the trends** and to **detect the weak signals** which will become the future trends, through our **exclusive focus for the agribusiness sector**, our best-in-class expertise, our unique analytical skills, **our critical thinking** and our cumulated experience of more than **15 years**, we are able to **deliver high added value market intelligence**.
- ▶ Facing a **failing educational system** where most of agricultural high-schools and universities are disconnected from the mere realities of the market by proposing initial educational programs insufficiently adapted to the needs of the companies, we have ambitiously built, since **2017**, **the only reliable continuous training course for experienced technical-commercial professionals in the Romanian agribusiness**.
- ▶ In a chaotic, ever changing sector, where almost **every actor is suffering from lack of strategic vision** and from serious internal organizational issues, we are bringing to our beneficiaries **strategic-grade, clear cut, consultancy** for successfully achieving their market goals.



Get in touch with us

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