

Executive Search Capability Overview

International Executive Search for Infrastructure, Industrial and Energy Leaders

About Imperium Executive Search

Imperium Executive Search Limited is an international executive search consultancy specialising in senior leadership appointments across infrastructure, engineering, energy, and industrial sectors.

We partner with boards, CEOs, and investors to identify high-impact leaders capable of delivering complex projects, scaling organisations, and driving long-term growth.

Our approach is research-driven and discreet, focused on engaging senior executives who are not actively seeking opportunities but possess the leadership capability required to deliver transformational outcomes.

Our Executive Search Approach

Imperium combines sector expertise with targeted headhunting to deliver leadership talent for complex organisations.

Our search methodology includes:

- Global talent mapping across leading organisations
- Targeted engagement with passive senior executives
- Structured leadership assessment and referencing
- Confidential search processes for sensitive appointments
- Support throughout offer negotiation and executive onboarding

Geographic Coverage

Imperium operates across key international markets including:

- United Kingdom
- United Arab Emirates
- Saudi Arabia
- Qatar
- Egypt
- North Africa
- Western Europe

Our international network allows us to identify senior leadership talent across both mature and emerging markets.

Our Executive Search Methodology

Imperium Executive Search follows a structured and research-driven search methodology designed to identify and secure senior leaders capable of delivering long-term organisational impact.

Our approach focuses on identifying high-calibre executives who are not actively seeking new opportunities but who possess the experience and leadership capability required to deliver transformational outcomes.

1. Strategic Briefing

We begin with a detailed consultation with the client's leadership team to understand:

- organisational objectives
- leadership requirements
- technical and cultural fit
- market dynamics and competitor landscape

This stage ensures alignment on the strategic objectives of the appointment.

2. Market Mapping & Talent Identification

Imperium conducts comprehensive market research to identify potential candidates across relevant organisations and international markets.

This includes:

- mapping competitors and adjacent industries
- identifying high-performing executives
- building a targeted longlist of candidates

3. Targeted Headhunting

We discreetly approach senior executives who match the leadership profile required for the role.

Our approach focuses primarily on passive candidates who are not actively seeking opportunities but represent the strongest leadership talent in the market.

4. Candidate Assessment

Shortlisted candidates undergo a structured evaluation process including:

- leadership interviews
- competency and experience assessment
- reference validation
- evaluation of cultural and organisational fit

5. Shortlist & Client Interviews

Imperium presents a carefully curated shortlist of candidates along with detailed candidate profiles and market insights to support the client's decision-making process.

We coordinate interviews and manage all candidate communications.

6. Offer Negotiation & Appointment

We support both the client and the candidate throughout the offer and negotiation process to ensure a successful appointment.

Imperium remains engaged through the onboarding phase to ensure a smooth transition.

Sector Expertise

Imperium Executive Search specialises in leadership appointments across sectors where technical expertise and operational leadership are critical to success.

Client Organisations	Typical Leadership Roles
Automotive & Industrial Manufacturing	
<ul style="list-style-type: none"> • EV & Autonomous Startups • OEM Manufacturers • Tier 1 & Tier 2 Suppliers 	<ul style="list-style-type: none"> • Chief Commercial Officer • Managing Director • Supply Chain Director
Energy & Power	
<ul style="list-style-type: none"> • EPC Contractors • International Oil Companies • National Oil Companies • Power Generation Operators • Renewable Energy Developers 	<ul style="list-style-type: none"> • Asset Integrity Director • Business Development Director • Power Plant Operations Director • Refinery Director • VP Operations
Infrastructure & Construction	
<ul style="list-style-type: none"> • Contractors / Construction Companies • Developers • EPC Contractors • Engineering Consultants • Project Management Consultants • Infrastructure Operators 	<ul style="list-style-type: none"> • Commercial Director • Head of Engineering • Managing Director • Programme Director • Project Director
Rail & Transportation	
<ul style="list-style-type: none"> • Rail Equipment Suppliers • Rail Infrastructure Developers • Rail Network Operators • Rolling Stock Manufacturers 	<ul style="list-style-type: none"> • Infrastructure Director • Planning Director • Rail Operations Director • Rolling Stock Director • Signalling Director
Utilities & Water Infrastructure	
<ul style="list-style-type: none"> • Engineering Consultancies • Infrastructure Developers • Municipal Water Utilities • Private Water Operators 	<ul style="list-style-type: none"> • Asset Management Director • Infrastructure Programme Director • Wastewater Design Director • Utility Operations Director

Leadership Roles We Recruit

Imperium Executive Search focuses on senior leadership appointments across infrastructure, engineering, energy, and industrial sectors. Our assignments typically involve identifying executives capable of delivering complex projects, leading international operations, and driving strategic growth.

Leadership Category	Typical Positions	Leadership Responsibilities
Board & Executive Leadership	<ul style="list-style-type: none"> • Chief Executive Officer (CEO) • Country Manager • Managing Director • Regional Director 	Overall organisational leadership, corporate strategy, international expansion, and board governance.
Commercial Leadership	<ul style="list-style-type: none"> • Business Development Director • Commercial Director • Sales Director • Strategy Director 	Revenue growth, strategic partnerships, contract negotiations, and market expansion.
Engineering & Technical Leadership	<ul style="list-style-type: none"> • Asset Management Director • Engineering Director • Head of Design • Technical Director 	Technical leadership, engineering strategy, product and infrastructure design, and asset lifecycle management.
Operations & Project Leadership	<ul style="list-style-type: none"> • Construction Director • Operations Director • Project Director • Programme Director 	Delivery of large-scale projects, operational performance, programme governance, and stakeholder management.
Infrastructure & Specialist Leadership	<ul style="list-style-type: none"> • Rail Infrastructure Director • Power Plant Operations Director • Refinery Director • Supply Chain Director 	Leadership of specialised industrial and infrastructure operations requiring deep sector expertise.

Our Search Focus

We typically support organisations seeking leaders capable of:

- Delivering large-scale infrastructure and industrial programmes
- Managing international operations and multi-disciplinary teams
- Driving commercial growth and strategic expansion
- Leading transformation and organisational scale-up

Why Imperium Executive Search

- Specialist focus on infrastructure, engineering and industrial sectors
- International leadership networks across Europe and the Middle East
- Proven experience supporting complex infrastructure programmes
- Research-driven search focused on passive senior executives

Selected Track Record

Search assignments completed across Europe, the Middle East and Africa

Global Construction Company

Chief Executive Officer

Conducted a confidential search to appoint a Chief Executive Officer responsible for leading international construction operations and driving strategic growth across major infrastructure programmes.

Global Industrial Manufacturer

Global Chief Sales Officer

Appointed a Chief Sales Officer to lead global sales strategy, accelerate volume growth across key geographies and product lines, build a scalable international sales organisation, and strengthen executive leadership alignment with CEO succession potential.

Global Automotive Manufacturer

Senior Leadership Transformation

Appointments included Business Development Director, Sales Director, and Supply Chain Director to support a major business transformation programme and drive commercial growth.

Global Chemical Manufacturer

Regional Leadership Appointments

Appointed senior commercial leaders across the Middle East and North Africa, including Directors responsible for North Africa, Saudi Arabia, and Oil & Gas markets.

FinTech Company

Chief Executive Officer

Conducted a global executive search for a CEO to lead the company through a successful £150 million IPO and international expansion.

\$1.1 Billion Materials Handling Facility – Qatar

PMC Leadership Team

Assembled a Project Management Consultancy leadership team responsible for overseeing engineering, compliance, and project execution for a major industrial facility.

Doha Expressway Programme – Qatar

Project Director Appointment

Delivered a senior Project Director responsible for overseeing one of Qatar's largest transportation infrastructure developments within the national road expansion programme.

Doha Metro Programme – Qatar

Executive Leadership

Appointed Directors responsible for the Red, Green, and Gold Metro Lines to support the launch and operational management of Qatar's flagship urban transportation network.

Public Sector Infrastructure Programme

National Advisory Leadership

Appointed senior infrastructure advisors including Presidential Roads Advisor and Rail Directors to support strategic government infrastructure initiatives.

Leadership Hiring Brief

Discuss Your Next Leadership Appointment

Imperium Executive Search works with boards, CEOs, and investors to identify and appoint senior leaders capable of delivering complex programmes, driving growth, and strengthening organisational performance.

If your organisation is considering a senior leadership appointment, we would welcome the opportunity to discuss how we can support your search.

Typical mandates we support include:

Executive Leadership

Chief Executive Officer
Managing Director
Country Manager

Commercial Leadership

Commercial Director
Business Development Director
Chief Sales Officer

Technical & Operational Leadership

Engineering Director
Operations Director
Programme Director

Organisations We Typically Support

Imperium works with organisations across infrastructure, industrial, and energy sectors including:

- EPC Contractors
- Engineering Consultancies
- Infrastructure Developers
- Industrial Manufacturers
- Energy & Power Operators
- Private Equity-backed industrial businesses

Typical Leadership Search Engagements

Our executive search assignments typically involve:

- Leadership appointments for large-scale infrastructure programmes
- Executive hires supporting international expansion
- CEO and Managing Director succession planning
- Strengthening leadership teams during organisational transformation

Speak With an Executive Search Partner

If you would like to discuss a current or upcoming leadership appointment, please contact:

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Confidential Search Discussions

All discussions with Imperium Executive Search are handled in strict confidence.

We are frequently engaged by organisations exploring leadership changes before roles are publicly announced.



Imperium Executive Search Limited

Global Reach. Building Leadership Legacies.

Infrastructure | Industrial | Energy | Technology

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