



EASY TIGER

Executive Search Limited

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# Introduction

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## **Recruitment Specialists in IT, Telco, Consulting, Logistics, Banking, Law, Global Mobility, HR, Immigration and Relocation**

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Easy Tiger Executive Search knows a thing or two about hunting down the right people for the right roles. With more than 30 years of recruitment experience both within the UK and globally, Easy Tiger has cracked the formula for uncovering the right professional talent at the right time.

We really listen to our clients; much like I did in early 2016 when my clients suggested that I set up by myself as they could see the energy and the passion that I had for my work. My dedication, honesty and focus on people are the values upon which Easy Tiger is founded and what drives our passion to provide a full end-to-end recruitment solution for your organisation from sourcing, candidate coaching and preparation, right through to placement and follow-up.

We believe in the bespoke, personal approach and use a combination of instinct, know-how and strategic networking to achieve outstanding results. People are at the heart of our business and so we invest the time in getting to know clients and candidates, their personalities, needs and aspirations.

As a team, we pride ourselves on a deeper level of engagement with everyone we work with to ensure a perfect match. It is our aim to make recruitment as stress-free as possible while supporting companies towards achieving their business objectives. Recruitment is all about people, and people are our expertise.

*Louise Neal*

*Founder and Chief Executive Officer of Easy Tiger Executive Search*

# The Easy Tiger Story

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- 6th April 2016 -** One person, one desk, one computer: Easy Tiger Executive Search was born.
- September 2016 -** Easy Tiger website was launched along with our iconic branding.
- September 2017 -** Visited Singapore, Australia and Hong Kong, meeting clients heads of various mobility companies. Established later projects to set up offices from scratch for clients out in Singapore.
- January 2018 -** Brand well-established in Asia, with a number of high profile clients based there. Completion of major recruitment project in Singapore.
- April 2018 -** Became a member of the European Relocation Association (EuRA).
- May 2018 -** GDPR and Compliance policies in place.
- July 2018 -** Joined both the Employee Relocation Council (ERC) and the Forum for Expatriate Management (FEM).
- August 2018 -** Easy Tiger partnered with Lomus Education in Cultural Training, Language Training, Education Advice Service and Online Tutition.
- December 2018 -** Easy Tiger is in a strong and exciting place for development. We placed 200 candidates successfully since the company's founding. Formed partnerships with world-leading companies and prepared for another conference in Singapore. Assisted with a merger/ aquisition in India
- October 2019 -** Trip to Japan to attend the first Worldwide ERC Conference.
- November 2019 -** Became a member of the IBA.
- December 2019 -** Mobility Conference India
- February 2020 -** Joined the Essex Chambers of Commerce.
- March 2020 -** Joined the Institute of Directors (Iod).
- August 2020 -** Joined the online SCLE Global Forum on Data Protection and National Security.
- September 2020 -** Invited to attend Horasis The Global Visions Community Virtual Event.
- October 2020 -** Joined Horasis Conference.
- November 2020 -** Presented at Horasis' Singapore Conference 'Talent Mobility in APAC under COVID and Beyond'



# How We Work

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## 1. Engaging with clients

We want to find out their needs and targets and what they are expecting from us as recruiters. At Easy Tiger, we know how important compliance and confidentiality are, so we never cut corners. Whether face to face, over the phone or via video web chat, our team sets out to build meaningful relationships with each and every client and candidate so that we can meet everyone's individual needs effectively.

## 3. Interviewing the candidates

At Easy Tiger we do not stop at simply finding a candidate, we also mentor and advise to help them prepare for that crucial interview. We feel it is important that we remain in contact with both parties throughout the process and so afterwards we make sure to receive feedback from candidate and client and act as a bridge between the two.

## 2. Beginning the search

Thanks to our diverse network we have access to an extensive range of talent. We get to know our clients, so we understand exactly what and who it is we are looking for. After connecting with potential candidates, we are able to create a personalised interview profile to send on to our client along with their CV. All our candidates are rigorously screened and assessed, taking into account soft skills as well as professional experience, before being put forward to our clients to make sure that we get both the cultural and business fit spot-on.

## 4. Finalising the details

If an offer is made, it is time to negotiate contract terms. Attention to detail is vital and we are quick to spot any error or ambiguity. Once we, the candidate and our client are satisfied, and the contract is signed, then our candidate can embark on their new career venture.



**"Not only is Louise great at building relationships, she understands the mobility industry inside out, which is very important in such niche market."**



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800 870  
121 090  
421 045  
179 954

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"Easy Tiger take away the stress of finding new people and really raise the bar on the recruitment process"



HYUNDAI



Happy New Year from  
**VOGUE**

★★★★ CURIOUS INCIDENT  
A DOG IN THE NIGHT-TIME

'Extraordinary  
and unmissable.'

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# Where We Work

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Based in England but operating worldwide, Easy Tiger has industry experience as diverse as its client base. As a company, we currently specialise in five key areas: Global Mobility, Immigration, IT and Banking, Removals and Art Logistics. These sectors require experts to understand the changes and demands of the industry in order to match candidates with companies and roles - that is where Easy Tiger comes in.

Here we are working in growing, global fields with a wide range of diverse roles to recruit for and challenges to sink our teeth into. Nowhere is off-limits to Easy Tiger, as proved by the list of countries we have placed candidates in, to date.

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**Australia | China | Germany | EMEA | Hong Kong | India |  
Indonesia | Ireland | Malaysia | Mexico | UAE | Philippines |  
Singapore | United Kingdom | Thailand | France | Japan |  
Sweden | The Netherlands | USA | New Zealand | Japan**

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CV TIPS



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# Other Services We Provide

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## CV Writing

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Easy Tiger is now offering a CV writing service! We will have an initial 15-minute consultation to discuss what formatting changes need to be made, to project the professional you are to new and potential employers. All changes will be made with your permission and overview before the final draft is presented.

## Job Interview Preparation

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Easy Tiger has 30 years' experience within global corporate markets, we can help culturally for you anywhere in the world to prepare for your first to final interview. You will be offered a 20-minute free consultation and if you require further advise then this will be arranged at a small fee.

## Linked in profile make over

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We offer a 15-minute free guidance consultation, where we will talk through areas of improvement to your Linked in profile so it will stand out for your next career move.

## Career Advice

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With Louise being a business professional for over 30 years, she is now offering the opportunity to advise and help you achieve your career goals. You will be given a 20minute initial free consultation to discuss your goals and current position with the option to have more sessions for further guidance at a small fee.

# Shared services with Lumos Education

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## Relocation Service

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We understand that relocating to another country can be challenging and that children are particularly sensitive to changes in their schedule and education. We aim to make your relocation as smooth as possible.

We offer an expert education advice service for families relocating to the UK or worldwide. This can take the form of advice during which our consultants will explain the UK or another education system, application process and recommend schools.

Alternatively, we can take care of every detail including schools' applications, preparation for entry, academic assessment and provide specialist tutors, who can tutor online or in person in London.

Through our network of education consultants world-wide, we have expertise in all education systems. We can also support your child's entry to leading schools world-wide. We are experienced in advocating for expatriate and international families and in finding education solutions for expatriate children.

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## Cultural Training

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We design bespoke cultural programmes for both individuals and corporates. Our thoughtfully prepared and in-depth cultural support helps families and individuals to successfully negotiate their new office and school environments. Well-supported relocating clients ensures a more relaxing transition to their new country. All cultural programmes are accompanied by language tuition, if needed.

### Settling into a new workplace:

- Advice on negotiating British workplace politics
- Managing the British team
- UK office friendship
- How the British socialise during and after work
- Working hours in the UK

### Managing the transition to a new community and school

- Soothing your child's fears about relocating
- Preparing your child for their first day at school
- Playdates
- Helping your child to make new friends
- Helping you, as a parent, integrate into a UK school community





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## Online Tuition Programmes

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Our online tuition programmes in all subjects including English as a Foreign Language (EFL) ensure that you receive the same high-level quality of tutoring as you would in person.

Students benefit from:

- Reliable online platforms
- Top online learning materials

Dedicated one to one tuition can achieve outstanding result and can work with both individuals and small groups. Whether you need support in Maths, preparing for school entrance at 7 +, 11 + or 13 + or tailored GCSE, IB, A level, Oxbridge or American University entrance exams (ACT and SAT) tuition, we will work with you to design the best programme and arrange tutors suited to your child.

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## Tuition Programmes

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The school environment does not always bring out the child's best abilities in every subject. Dedicated one to one tuition can achieve outstanding results. Tuition can be provided either online or in your home.

Before preparing a tuition programme, we will have a detailed discussion with you to ascertain the academic and pastoral needs of your child. At this stage, you may wish to opt for an in-depth academic assessment to pinpoint your child's strengths, talents and to identify any areas of development.

Following this, we will develop a bespoke tuition programme focused on individual needs of your child. Our tuition programmes are designed to build your child's confidence in their abilities and to give them the best possible chance of success. They are also developed to encourage intellectual curiosity and a love of learning. It is important that children enjoy learning and that their love of learning stay with them throughout their life. We keep you regularly updated on your child's progress with frequent written reports and meetings.

Whether your child needs support in preparing for school entrance at 7+, 11+ or 13+ or tailored GCSE, IB, A level or American University entrance exams (ACT and SAT) tuition, we will work with you to design the best programme and arrange tutors suited to your child.

## Academic Assessments

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Our assessments enable us to establish an overall picture of your child's strengths, talents and any areas for development.

If your family is relocating overseas, an assessment will help us to see how we can best support your child's transition to a new academic system. If you are looking to arrange a tuition programme, the results of the assessment will help us design the programme based around the academic needs and goals of your child.

The content of the assessment will vary depending on the age and stage of your child. If you are applying for a school place, for example, the assessment will include English, Maths, verbal and non-verbal reasoning. If your child is studying towards A levels, we will assess their ability in their chosen subjects.

After the assessment, we will prepare a detailed report for you. Following this, we will discuss the findings of the report with you and how best to support your child to achieve his or her goals successfully.

## Education Programmes

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We can arrange for your child to participate in superb summer language programmes both in the UK, the rest of Europe and in the USA.

These programmes not only help your child develop superb linguistic ability in English, French and Italian or another language of your choice, they also give your child the opportunity to experience other cultures and make friends with their peers all over the world.

A number of our language programmes in the UK include preparation for boarding school life. If you are considering a boarding school education for your child, one of these programmes will give you the opportunity to see whether they would be suited to the environment at a British school.

We can also arrange for wonderful winter holidays in the Alps which combine language and learning with winter sports. These holidays give your children the opportunity to learn other languages whilst enjoying themselves and improving their sporting ability.

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## Arrangement of Work Experience and Internships

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This service is for pre-university level students or gap year students. With our vast network of contacts with UK and global companies, we can arrange supported work experience and internships for students. In these uncertain times, internships can be arranged online and allow students to gain valuable experience in a potential career field. This provides a useful talking point for university interview or experience to add to a university application statement.





## School Advice & Placement

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Like many of our families, you may wish to benefit from our full school placement service, where we support you and your child through every stage of your important decision on schooling. With established links to leading global schools, including boarding schools and international schools, we can help you to work through the numerous choices available and advise you as to which option will give your son or daughter the chance to excel and be happy.

We take time to advise on selection and admissions procedures and concentrate on finding the perfect match for your son and daughter. Our approach is always child focused and we listen carefully to your child's feedback on a school to make sure that they are included at every stage of the process.

## Home Schooling

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As a family, you may be considering home schooling for various reasons. In many circumstances, it is beneficial for a child to be tutored in the home environment. Your child may be preparing for the British education system, may have missed out on a school place or be struggling with mainstream education. At home, he or she will receive individual attention and intensive tuition, home schooling is recognised as a viable alternative by Lumos Education.

We have tutors who are experienced in providing home schooling programmes tailored to your child's needs. Tutors typically deliver up to five hours' tuition per day. Tuition can be combined with sports, musical and creative activities. Tutors can work with several siblings. Whether your goal is for your child to return to mainstream education or continue to be educated in the home environment, we can help them to succeed.

## Guardianship Service

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As Lumos offers an exclusive Guardianship Service for students studying at boarding schools whose parents are based overseas.

As a small company, we take a personal interest in each individual student and ensure that your child receives the best care and attention. As parents ourselves, we want your children to receive the same care as we would expect our children to receive if they were living overseas. As your child's educational guardians, our role is to enable clear communication and co-operation between you as parents, your child and his or her teachers. Johanna, the director of Lumos Education, attends all parents' evenings personally. With an in-depth knowledge of the British education system, she can advise your son or daughter on their school subject and university choices. We understand that communication across different time zones and in another language can be complicated. We aim to ensure that your child is safely cared for and that any problems which may arise are solved quickly.



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## University Advice Service

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University entrance procedures can be lengthy and confusing. Where possible, it is important for families to start early when thinking about which school subjects to take and how these will affect the choice of degree course at university. Our consultants can advise on all aspects of university application including:

- The subjects to study at school
- Preparing UCAS applications and
- Writing personal statements.

Our mentors are also on hand to help your child manage the transition from school to university and to provide academic and emotional support whilst your child is at university.

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## Oxford & Cambridge application, exam and interview preparation

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For aspiring Oxbridge applicants, preparation is key to success. Oxford and Cambridge are looking for candidates who are passionate about their chosen university subject. But they also require agility at interview and accomplished entrance exam performance. Depending on the level of support required, we can offer:

- Guidance on which Oxbridge colleges to apply to
- Help drafting personal statements
- Tutoring for Oxbridge entrance exams
- Interview preparation

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## Mentoring

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Studying at a boarding school or university away from home can sometimes be overwhelming for young people. Children often need additional support to help them succeed. Boarding schools and universities have support systems in place, but more input from an experienced mentor can be invaluable. For overseas, international or busy professional families, the knowledge that a mentor can bridge the gap between home and school can offer peace of mind.

A mentor can visit your child at their school or university to help motivate and guide them to become confident and successful in their studies. The mentor will work closely with your child to ensure that he or she gets the very best possible results from their schooling.

"Easy Tiger provide a level of service that is way above the industry norm by taking time to understand my organisation, its culture and requirements."



# What We Specialise In

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## Global Mobility

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The world of business is global, and companies are competing fiercely for talent on a worldwide scale. As a result, Global Mobility is ever increasing in prominence for businesses of all sizes and so specialists in mobility, relocating and HR are highly demanded.

With a wealth of experience in Global Mobility and an extensive network of contacts in the industry, we can safely call ourselves experts in the field. Moving and relocating people around the world takes dedication and an unrivalled level of customer service but working across the globe is a challenge that Easy Tiger rises to and our specialist team are prepared to speak outside of office hours.

We believe in building partnerships for the long term and are delighted to count some of the world's leading relocation management companies (RMCs) among our many satisfied clients.



## Immigration

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The Immigration industry is current and constantly evolving. Therefore, successful candidates need to be highly skilled and readily adaptable to the changes and challenges the sector brings.

Finding expert employees requires expert recruiters and at Easy Tiger we have experience of clients and candidates based across the globe, with specialist immigration knowledge of the UK and Europe, the US and APAC.

Our vast and diverse network cultivated over years of building relationships puts us in an advantageous position to track down the ideal candidates for consultants or directors, an individual role or an entire immigration team.

## **IT, Consulting, Telco and Banking**

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Easy Tiger can provide specialised recruiting services for high-calibre IT and financial services professionals working at every tier of an organisation. We take care to source candidates with the sought-after qualifications to fill positions on a permanent or contract basis, right up to board level.

Our team makes it their mission to ensure that every candidate we put forward not only 'talks the talk' but possesses the right level of experience and expertise to exceed expectations. It is also our priority that we find candidates who will fit in seamlessly with the culture and values of the business and so we take time to get to understand both client and candidate.

## **Removals**

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Our breadth of knowledge of the Removals sector combined with our longstanding connections within the industry give us the edge in finding exceptional team members in removals, shipping and freight-forwarding.

We understand how complex logistics can be, so we aim to simplify the process and introduce you to talented professionals who will be a valuable addition to your team. At Easy Tiger we are committed to handling your recruitment needs with the same care you give to your customers' possessions.

## **Art Logistics**

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The Art Logistics sector of Easy Tiger's recruitment service is the perfect union of passion and profession.

We know just how rewarding, yet involved, fine art shipping and gallery services can be from transportation and trading right through to working with and on behalf of art galleries, museums and private collectors.

When our clients are providing such a specialist service, they deserve the same and so we are delighted to be able to offer our recruitment expertise to the exacting standards required on both a national and international scale in this niche industry.



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"I have no hesitation in recommending Louise and her team at Easy Tiger as I am sure they will exceed your requirements"



# Projects

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Easy Tiger has travelled around the globe meeting clients, attending conferences and further expanding the valuable network of professionals we are known for. As well as an event to learn and make connections, international conferences such as EuRA in Warsaw and Croatia and ERC in Singapore, London and the US, are also an opportunity to experience the cultures we work so closely with at Easy Tiger.

One particular visit to Singapore in September 2017 laid the foundations for an immense recruiting challenge for Easy Tiger. In January the following year, our MD was able to return to Singapore to visit the new office for a world-class financial services company for which we were responsible for recruiting the entire team, from back office staff to Managing Director.

We love to combine our professional expertise with our personal interests and get involved with charities and projects on behalf of Easy Tiger. Examples of sporting challenges for charity include a ski trek and an upcoming triathlon and, on the arts side, Easy Tiger is supporting and playing a part in a high-profile arts conference later this year. Such events are a fantastic opportunity for us to support worthy causes and make connections with incredible people.

Our online blog is a way of taking responsibility for our growing social network and sharing the specialist knowledge we have. It works both ways as posting articles and starting online discussions about global mobility and recruitment means that we can learn too.



# The Future

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In the past two years Easy Tiger has gone from strength to strength. This puts us in a strong position to work towards our future development goals while never failing to deliver the exceptional, personal service that our clients know and value.

We bring knowledge and passion to the industries we specialise in, and it is our aim to become the number one respected recruiter in Global Mobility. To be recognised as an industry-leader in Art and Art Logistics would also be a proud achievement as this niche sector is close to Easy Tiger's heart. Providing award-winning services to expanded markets and an increased market share would require a team to match, but we are confident in our ability to track down the right people for the challenge.

Easy Tiger operates on a worldwide scale, so we want to get out there ourselves and be surrounded by the cultures with which we work. The main focus of our client and candidate base is in Asia, so we would first look to establish an office there. Relationships are the foundations of Easy Tiger, and so meeting those with whom we have the pleasure of working is of particular importance to us.





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# The Team

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## Easy Tiger

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Louise Neal  
Easy Tiger MD

### **Where did your career start?**

At the Chelsea Scholl of Arts, after specialising in stained glass I began working for an architecture firm (hence the affinity to the Arts and Art Logistics industry). I later fell in love with recruitment and started in Construction, then went on to IT recruitment in Europe before finding my passion in Global Mobility.

### **Specialist skills?**

People, understanding clients' needs, global culture and business.

### **What is one item on your bucket list?**

To visit a wildlife reserve in Africa and help with caring for young lions and tigers.

### **How would someone you have just met describe you?**

Bubbly, driven, loud, knowledgeable, and direct.

### **What three words would your friends use to describe you?**

Fun, Generous and Animated

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## Lomus Education

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Johanna Mitchell  
Director

Johanna specialises in providing expert and multi-lingual educational support. She works with both UK and expat families. She has over 20 years' experience in educational consultancy, as well as management experience, including international roles in Whitehall, UK Government. She has also worked as head of a small, private school. A graduate of London University and the Sorbonne, Johanna believes in providing a top-quality, sensitive service to her clients. Alongside the Lumos Education team, she has helped many families find the right education solution for their children.

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## About the Easy Tiger Team

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With careers beginning across industries and across the globe, the team Louise has built around her allows Easy Tiger to deliver such a bespoke, personal service. We are a team of diverse interests, both in and out of the office, with specialist skills in sourcing difficult candidates, forming client relationships and all levels of management as well as everything from football to yoga. The group opinion on the secret to Easy Tiger's success is that it is because everyone gets along so well, understands how each other work and how to help each other.

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## Address

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Scan the QR code  
to visit our website

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## Membership Associations:

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