



# searchlight<sup>®</sup>

RECRUITMENT AND EXECUTIVE SEARCH FOR THE MEDIA AND ENTERTAINMENT SECTORS

# WHO ARE WE?

**Our purpose is to provide top-class search services to all sectors of the media and entertainment industries by delivering an excellent level of service to our clients, and providing support and guidance to our candidates.**

At the heart of what we do are our company values. In every interaction, you can expect us to be honest, respectful and results-oriented.

Our reputation is important to us and is best measured by the amount of repeat work and referrals we receive. Currently in excess of 60% is repeat business and a further 15% are referrals.

## Sectors

- Broadcast
- Film
- Content Distribution
- Digital Media and Mobile
- Licensing
- Home Entertainment
- Production
- Post Production
- Corporate Communications
- Live Events
- Games / Interactive
- Music

## Job Functions

- Sales
- Marketing & Publicity
- Event Management
- Channel Management
- Operations
- General Management
- Production
- Creative
- Engineering & Technical
- Legal & Business Affairs
- Finance & Accounting
- Administration

Searchlight has three divisions: **Searchlight Executive**, **Searchlight Recruitment** and **Searchlight Freelance**. This breadth ensures that we are able to fill permanent, contract, temporary and freelance roles at all levels.



# EXAMPLE PLACEMENTS

## SEARCHLIGHT EXECUTIVE

**EVP International Sales**  
Studio Canal

**Finance Director**  
Content Media

**Head of Strategy**  
Avalon

**Head of Marketing**  
NBC Universal

**Head of Brand Partnerships**  
FremantleMedia

**Managing Director**  
DMS

**VP Development**  
Frantic Films

**Animation Director**  
ROVIO

**Global Head of Music**  
Audio Network

## SEARCHLIGHT RECRUITMENT

**Sales Admin Manager**  
Warner Bros

**Marketing Manager**  
Cartoon Network

**Digital Content Producer**  
NBC Universal

**Promo Producer**  
Channel 5

**Presentation Scheduler**  
NBC Universal

**Operations Coordinator**  
Viacom

**Head of Events**  
CNN

**Contracts Coordinator**  
Cineflix

**Technical Manager**  
Technicolor

## SEARCHLIGHT FREELANCE

**Promo Producer**  
NBC Universal

**Motion Graphics Designer**  
Viacom

**Editor**  
Deluxe Media

**Production Coordinator**  
Scripps

**Vision Mixer**  
Thomson Reuters

**Compliance Viewer**  
Turner

**AFX Animator**  
IMG Studios

**Presentation Scheduler**  
MTV

**Premier Designer/Editor**  
MTV



# WHO DO WE WORK FOR?

Our clients include



AVALON

A+E NETWORKS

BBC



amazon



Disney



ENDEMOL SHINE GROUP

entertainment One



FREMANTLE MEDIA INTERNATIONAL

IMAX

ITN

itv



Love NATURE



METRODOME DISTRIBUTION



optomen



sky



SONY

STUDIOCANAL



VIACOM



zodiak MEDIA

# CASE STUDY 1

**Client: MAJOR INTERNATIONAL DISTRIBUTOR**

**Position: EVP SALES**

**Our client, a global production and distribution company, was planning to create a new division with the purpose of selling TV drama series around the world.**

## Brief

Searchlight has worked with this client since 2009, and has filled numerous positions in their UK and Berlin offices.

The company approached Searchlight with the brief to search for a senior, highly experienced TV sales professional to set up and lead the new division. Candidates needed to have both European and US sales experience, a strong background in drama, and the skills to build a team based in a number of international offices. The position could be based in either London or Munich.

## Approach

Given the unique skill set required and the international nature of the role, Searchlight mapped

all TV distribution companies across the UK and Europe to ensure all potential contenders had been identified.

Names were sourced via our extensive candidate database, using our deep referral channels within the industry, and by active headhunting.

An initial long list of over 200 names was whittled down to a shortlist of 20, who were all interviewed to understand their skills, experience and motivation.

A final 10 were presented to the client.

## OUTCOME

**Searchlight successfully filled the position, and the new EVP was announced shortly thereafter.**



# CASE STUDY 2

**Client: GLOBAL BROADCASTER**

**Position: WHOLE TEAM**

**The company were relocating one of their major channel's English-speaking African operation from London to Paris. A team of 10 had to be hired in Paris, who all spoke fluent English.**

## **Brief**

After a competitive pitch, the company selected Searchlight Recruitment to partner with them on this project due to our strong international credentials and our track record in filling multiple positions quickly.

We were given six weeks from start to finish (spanning Christmas) to find and place 10 candidates across marketing, research and programming functions who had experience in children's TV, who were able to move to Paris at once, and who spoke fluent English.

## **Approach**

We took a 3-prong approach to the search process: We searched our 55k strong database contacting suitable candidates; we advertised on industry websites in both the UK and France; and we used our vast international referral network to contact new candidates.

We presented between 4 & 6 shortlisted candidates for each role, and interviews took place in both London and Paris in early January.

## **OUTCOME**

**After six weeks all 10 positions had been successfully filled by Searchlight with all candidates at their desks a fortnight later.**



# CASE STUDY 3

**Client: MAJOR NEWS NETWORK**

**Position: HEAD OF EVENTS**

**Our client was urgently looking for an events manager to provide maternity cover, they needed a candidate with strong experience and a passion for news.**

## Brief

After taking the brief from the network's global director, the search was on.

We were looking for a highly competent senior manager who had a solid background in events and a passion for current affairs.

The requirement was an urgent maternity cover, so we knew we had to act quickly to source the very best candidate.

## Approach

We were looking for a special candidate. the company needed someone who could hit the ground running on day one and step straight into a busy, highly visible role. Not an easy find!

Headhunting candidates from permanent roles for a relatively short term contract was not going to work. So we combed our 50,000 strong database to identify candidates who were immediately available and could be ready to start a role ASAP.

We also reached out to our extensive network of high level contacts within the events industry, to ask for referrals and recommendations.

By taking this broad, collaborative approach to the search, we were soon able to establish a solid shortlist of three candidates to be submitted.

## OUTCOME

**Our successful candidate had two interviews with the SVP events and COO and started three weeks later. A very satisfactory result!**



# CASE STUDY 4

**Client: PROMINENT FILM DISTRIBUTOR**

**Position: SALES ENGINEER**

**Our client was looking for a candidate with a specific set of abilities in order to fulfil a new position within their company.**

## Brief

Over the last few years Searchlight has helped fill a variety of positions at this company, and this time we had a particularly tough brief.

They were urgently looking to fill a newly-created position for a sales engineer who would be required to set up and lead the new division. The correct candidate would need engineering and sales experience, plus a strong background with design and integration. They would need to be able to present solutions to a wide variety of people ranging from CTOs through to operational staff.

## Approach

In order to pinpoint the best possible candidates, we identified system integrators, manufacturers and service providers across the country.

We gathered our initial list of names through a variety of methods, including utilising our far-reaching industry contacts for recommendations and scouring our internal database for those candidates who were precisely the right fit.

Eventually we were able to narrow our matches down to just five people, each of whom we met in person in order to ascertain which we felt were the strongest candidates.

Our three best candidates then commenced interviews with the company.

## OUTCOME

**Searchlight successfully filled the position in less than a month.**



# WHY SEARCHLIGHT?

**When it comes to hiring, we realise it's tempting to 'do it yourself' and call those reliable old names in your address book. But it all takes time and while you may well find someone who can do the job, there's no guarantee you've found the best person.**

Searchlight is able to attract a wider talent pool than you could possibly do yourself, and ultimately give you the peace of mind that comes from knowing there's no better person for the job.

- Unparalleled access to a vast network of top media talent
- Superb track record in filling all levels of positions within the media & entertainment industry
- Database of over 55,000 media professionals based in the UK and internationally
- Experienced in international search using our affiliate companies around the world
- In depth understanding of the sector
- Quick turnaround – with uncompromising quality
- Success with challenging, complex searches
- Competitive fee structure
- 12 week refund period

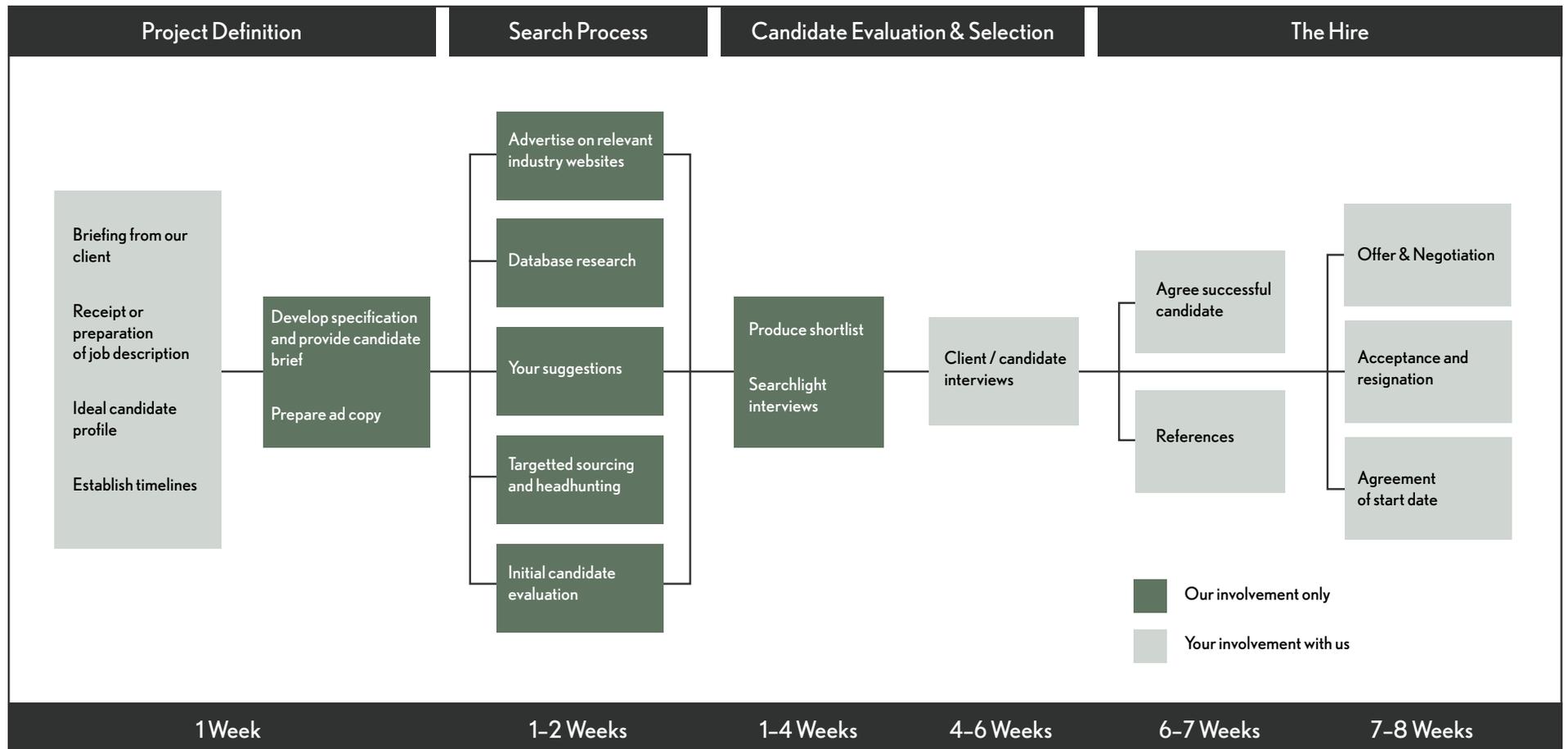


Find out more at: [www.searchlight.com](http://www.searchlight.com)



# HOW WE WORK

Our search and delivery process depends on the level and complexity of a role. For example, a junior placement sourced solely from our database will be delivered much faster than a senior position requiring company mapping and headhunting. However, here is a “typical” project workflow:



# WHAT OUR CLIENTS SAY ABOUT US

“SEARCHLIGHT HAS FILLED MANY ROLES FOR US,  
THEY KNOW THE BUSINESS REALLY WELL”

I have been working with Searchlight for many years and no matter whether a straight forward role or an obscure TV vacancy I can always count on them to jump straight in and find great candidates. They have filled many roles for us, know the business really well and they are a pleasure to work with – totally understanding our pressures at the business end, and having endless patience with us and our recruitment process.

**HR Manager, MTV**



“SEARCHLIGHT HAVE ALWAYS BEEN OUR GO-TO  
RECRUITMENT AGENCY”

When the need to recruit has arisen, whether on a permanent or temporary basis, Searchlight have always been our go to recruitment agency, as they have consistently and successfully assisted us in finding high calibre candidates to fill our vacancies. **SVP Home Entertainment and Archive Sales, FremantleMedia**



# WHAT OUR CLIENTS SAY ABOUT US

**“I HAVE ALWAYS FOUND THEM TO BE PROFESSIONAL AND PERSONABLE”**

Finding the right staff who understand our business and have the right skills to continue to move it forward is always challenging. I have worked with Searchlight Executive for over seven years, and they always deliver. I have used their expertise to secure my own role and then in turn using them to hire staff members for my team. I have always found them to be professional and personable and would be happy to recommend their services as both a candidate and client. **Chief Financial Officer, Zodiac Media**

**zodiak**  
MEDIA

**“SEARCHLIGHT EXECUTIVE DEMONSTRATE THE ABILITY TO BE CREATIVE WHEN THE BRIEF IS DIFFICULT TO FILL”**

I've had the pleasure of working with Searchlight Executive a number of times. Not only are they a delight to work with, but they deliver strong, vetted candidates that fit the brief. Searchlight Executive also demonstrates the ability to be creative when the brief is difficult to fill. **SVP of Distribution and Business Development, Western Europe, AMC Networks International**

**AMC**  
NETWORKS



TO FIND OUT MORE ABOUT SEARCHLIGHT

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or visit

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