



WINE AND SPIRIT RECRUITMENT INTERNATIONAL

The Specialists in recruitment for the Wine and Spirit industry



Who We Are

I have over 20 years recruitment experience and a passion for wine. Before working for one of the largest international professional recruiters in the world I spent 2 years in the wine and spirits trade and I am currently working towards becoming a Master of Wine.

I started this business because I saw a gap in the market and a demand for specialist recruitment advice in the wine and spirit industry. By offering a global service I hope to be the first genuine recruiter that only focuses on every aspect of the wine and spirit industry.

I recruit for a range of clients from large multinational food and drinks giants to small independent growers with a few staff and a need to expand.

By having an in depth understanding of the industry from growers to agents, distributors to wholesalers and retailers to consumers I can offer a unique perspective on the hunt for

specialist talent and ensure that my clients not only get the skills they require but the right personalities and motivations to be successful in this increasingly global and complex sector.

I offer contingency and retained search services as well as an advisory service on current market conditions across every major wine region of the world.

My business strives to achieve excellence in recruitment. I aim to build long lasting partnerships with my clients and candidates and honesty and integrity are at the heart of Wine and Spirit recruitment international. I will always put the best interests of my clients and candidates first.



I have built my business on relationships and trust, this rapport comes from having a first rate understanding of my clients and candidates needs and utilising my extensive knowledge of the recruitment and wine industries.

My Clients

I service clients all over the world and not only require product and sector knowledge but also first class skills in management, finance, marketing, retailing, sales, production and organisation.

Examples of the sorts of candidates and roles I carry are list-



ed overleaf. As you can see they range from senior Board, President and VP roles to trainees looking for their first steps into the industry.

The methodology will vary depending on the level of appointment and the scope of the search required. In many cases I am able to source people through my own contacts but in some cases where a highly skilled and rare person is required proven search techniques are used.

I will work with you to understand your business requirements and ensure that you find the most appropriate candidate for the job. At times this can involve helping you refine the job spec or challenge your perceptions on what you really need. By working in partnership with Wine and Spirit Recruitment International you will have a greater chance of realising the full potential of your business.

My Candidates

As an international business we pride ourselves on being able to move people across countries and cultures or just simply find a local career in the industry.

Wherever possible I try to meet candidates or use video and skype™ technology to have a 'face to face' conversation.

Career and résumé advice is given along with hints and tips on how to perform well at interview. Sometimes first interviews can take place by phone or using video conferencing facilities, again good advice is offered on how to maximise the chances of getting the job of your dreams.

In short we are able to give you advice on how to find the right job in the industry, teach you how to write a good CV and covering letter. We give advice on Assessment centres, tests, how to deal with difficult interview questions, provide interview tips and how to research companies and how to resign from your current employer if appropriate.

All this is free to candidates, the only thing we ask is that you demonstrate an interest in the wine and spirit industry or you have a proven track record in it. We are a specialist recruiter so we cannot help if you are looking for a career outside of this sector.

Typical Roles

Typical roles and candidates handled by Wine and Spirit Recruitment International include:

Wine and Spirit Making and Production

Chief Executives
Head Winemakers
General Managers
Production Assistants
Enologists
Lab Managers
Lab Technicians
Quality Control Technicians
Senior Flavour Chemists
Sensory Specialists

Vineyards

General Managers
Vineyard Managers
Cellar Masters

Sales and Marketing

Marketing Managers
Business Unit Controllers
National Account Managers
Sales Representatives
Wine retail store Managers
Trainee Wine Advisors
On Trade Sales Managers

Finance

Directors of Finance
Financial Controllers
International Tax planning and transfer pricing Manager
Financial Analysts

Hospitality and Retail

General Managers
Retail Wine Managers
Events co-ordinators
Sommeliers
Trainee Wine Advisor

General Roles linked to the industry

Directors of Human Resources and other VP and Managerial roles
General Managers
Distribution Managers
On-line Wine site developers

My Fees

As an internationally focused business I have to ensure that my fees remain competitive and can be tailored to your individual requirements. Contact me for further details.

How to contact me

I look forward to working with you, for further information contact me at

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