

# CHANGE INTERNATIONAL'S EXECUTIVE APPOINTMENTS TEAM HAS BEEN ESTABLISHED IN ORDER TO BETTER SERVICE THE EXECUTIVE SEARCH REQUIREMENTS OF OUR KEY CLIENTS.

The four team members are all highly experienced consultants with a strong understanding of the particular demands and intricacies of attracting the right people to fill important positions within large organisations. Through an extensive network of contacts, an excellent knowledge of our markets, and advanced search and selection techniques, the Executive Appointments Team will be able to find the people you need to lead your business anywhere in the World.



## LYNN WIGHT

Lynn Wight (nee Cleland) is a Divisional Manager for the Edinburgh Accountancy team of Change international, specialising in Qualified Accounting professionals globally. Lynn started her recruitment career in 2003 with a large UK retailer doing an in house role. She began her Accountancy recruitment career in 2005 recruiting into the Scottish market, then focusing and specialising in International Accountancy since 2005. She has successfully completed recruitment projects in more than 30 different countries.

Lynn has travelled the world extensively and has visited many of the locations she recruits for. She has also presented to clients and candidates on the benefits of living and working overseas, in locations such as the USA, UK, South Africa, Channel Islands and Ireland. Lynn has successfully placed Accountants in roles from newly Qualified level to Partner level. She is currently focusing her time and working on exciting roles from Senior Manager to Partner level.

Lynn's strengths lie with working one on one with someone to find the right location and opportunity and proactively sourcing the right match for the candidate. Having experience working with Partners, Managing Partners and CFO's globally, Lynn has strong market knowledge and communicates regularly with her clients to keep up to date with key information but also to communicate Senior level movements around the globe.

**"Lynn is an excellent coach who can influence the decision-makers in the search process. She understands clients' needs and strengths. Lynn has a proactive approach and she managed to advise me in the job search and arranged a job interview within a tough timeframe. Lynn is a very good professional and a trusted recruitment advisor."**  
Director, Big 4.

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## RICHARD LOUDEN

Richard Louden is a Business Manager with Change International. He has more than 7 years recruitment experience placing qualified accounting and finance professionals all over the World, successfully assisting people with relocation into more than 40 different countries.

He studied Accounting & Finance at University, before moving into recruitment and combining his studies and recruitment experience to focus on this sector. Richard has excellent knowledge and experience of all the major regions and industry sectors, as well as expertise in the developing markets.

He is well travelled, visiting many of the locations he has recruited into, he has been interviewed for accounting industry magazine articles, and he has been asked to give various presentations at overseas conferences. With his knowledge and experience he is very well positioned to assist you to make your next move to suit your aspirations for both your career and lifestyle.

Richard is a trusted specialist advisor to many major organisations and individuals regarding Executive Recruitment into the World's emerging markets. He has been engaged as a head hunter by several organisations, named as the main recruitment partner for major regional executive recruitment drives, and has an excellent network of contacts.

**"I would like to recommend Richard as a professional recruiter and head-hunter. Through his extensive network, he was able to assist me in finding an exciting new opportunity with a top professional services firm. His advice and information throughout the process has been excellent, and I would certainly use him again in future."**  
Country Partner, Big 4

[Richard.Louden@changeinternational.net](mailto:Richard.Louden@changeinternational.net)

Continued overleaf...

**The Executive Appointments Team have successfully recruited for Partner, Director, CxO, Head of, and Managing Director level roles in Canada, USA, UK, Offshore Islands, Ireland, Hong Kong, Papua New Guinea, Thailand, Switzerland, Zambia, Uganda, Tanzania, Nigeria, Kenya, Russia, Kazakhstan, Ukraine, UAE, Oman, Bahrain, Qatar, Jordan, Australia, and more...**



Richard, Lynn, Kevin and Claire.

### KEVIN O'DONNELL

Kevin O'Donnell is the Managing Consultant for Change International in their Glasgow office, specialising within the Accountancy & Finance field. Kevin comes with 7 years recruitment experience placing qualified accounting and finance professionals across the globe. He has completed successful recruiting assignments in over 30 countries worldwide.

Kevin is a Honours Graduate from University within Economics before moving into the financial services market to work for one of the worlds leading Blue-Chip organisations. In this role Kevin also worked overseas himself, so is well equipped to advise on the process involved in moving overseas, as well as the benefits and occasional issues that will arise from relocation. He is also well travelled, having visited many of the locations he has recruited for, whilst visiting overseas locations for numerous client visits and conferences.

Kevin has assisted numerous senior personnel find new opportunities throughout the globe. He has specialised in working closely with Directors through to Senior Equity Partners in the market, placing some of the most high profiles individuals in firms throughout the globe. He is well placed to advise on the potential opportunities available in the market that are not necessarily common knowledge, and will always provide a confidential service relating to any recruitment matters on your behalf.

Testimonial – Audit Partner placed into Dubai:

**“I have no hesitation in recommending Kevin for recruitment into executive positions. He listened very carefully to what I was personally trying to achieve and worked very hard at offering genuine propositions. Kevin proved to be honest, dependable and always focused on getting the right outcome for me.”**

**Kevin.O'Donnell@changeinternational.net**

### CLAIRE MASON

Claire Mason is the Managing Consultant of Change International's Edinburgh office. Having worked in international accountancy recruitment for 6 years, she has successfully recruited into all regions of the World.

On a personal note, she has travelled and worked internationally visiting countries such as the USA, Canada, Caribbean, South Africa, South East Asia and many countries in Europe gaining a valuable insight into the living and working conditions in each of these locations in order to assist professionals in their next move.

Claire has worked on a number of bulk recruitment drives and has secured exclusive business with several global CA firms. In doing so, she has built excellent relationships with clients at Director and Partner level and has developed an acute understanding of the specific requirements of recruiting at executive level, from both a candidate and client perspective.

Testimonial from placed candidate:

**“Over the last 6 months I have had the pleasure of dealing with Claire and I have found her to be extremely helpful and professional in her work.**

**As a candidate she gave me valuable advice at every stage from CV preparation to interview and also after I had secured the role.**

**I always found her very approachable, pleasant and felt very confident in her abilities in representing me to future employers. She has always been very prompt in replying to any queries that I may have had, whether I be in the UK or elsewhere, and I felt well prepared for any interview from her consultations”**

**Claire.Mason@changeinternational.net**