



PENRHYN CONSUMER, RETAIL AND LUXURY

Finding pioneering leaders
in a changing world



Penrhyn International is a leading global network of retained executive search firms, with offices in over 45 major economic centers worldwide.

We provide our clients with bespoke solutions to identify world-class talent. Comprising high quality independent firms with strong identities within their local markets, Penrhyn combines global reach and cross-border industry expertise to offer clients a truly international perspective on their executive resourcing requirements.

Founded in 1979, Penrhyn has a proven track record in leveraging the extensive insight, capabilities and resources of its international network to help clients achieve their goals.

Meeting your executive talent needs

Penrhyn's Consumer, Retail and Luxury Group combines global reach with the latest local market intelligence through a carefully selected network of some of the world's most experienced industry search specialists.

Deep industry knowledge

Our specialist consumer, retail and luxury consultants understand the leadership qualities required to help you realize your business objectives, based on in-depth and up-to-date insight into the trends and developments faced by this complex and changing industry.

Global talent pool

Our well-established personal networks and connections around the world mean we can deliver slates of exceptional candidates drawn from the widest possible talent pool, wherever you need them.

Tailored solutions

Our executive search services are led by our most senior people, who really get to know the culture and goals of your organization to help meet your specific needs.

First class service

An easy-to-reach and senior point of contact will deal directly with you, providing you with a seamless and dependable service so you get the best from our global network.



Your talent advisors and more

Penrhyn's distinctive client approach, tailored to meet increasingly complex talent requirements, goes well beyond traditional search and recruitment methods.

Our dedicated consumer, retail and luxury sector specialists are some of the world's most experienced search experts in the field. While retailers struggle to adapt to the new reality of e-commerce and digital innovation, we understand the need for senior leaders with the ability to adapt to rapid and constant change, drive innovation and create sustainable growth.

Through long-term trusted relationships we can act as your strategic partner to help you harness the transformative opportunities digital innovation is bringing to the consumer, retail and luxury sector and get the best from your human capital to meet your business objectives.

We can help you to:

- Identify the qualities of your future leaders
- Gain market insights from around the world
- Create attractive compensation structures for your candidates
- Evaluate board effectiveness and performance

Experience at all senior levels

Our consumer, retail and luxury sector specialists successfully recruit dynamic leaders at C-suite level for large public and private companies, including presidents and vice-presidents, across all divisions including in the key areas of merchandising, e-commerce and innovation.

Traditionally, senior leadership roles were almost exclusively hired from within the consumer, retail and luxury sector. However, the current challenges facing the sector have opened up opportunities for leaders from outside the sector who have the necessary insight to drive transformation – particularly to those with a background in innovation in business consulting.

Transformative change across the consumer, retail and luxury sector

These are challenging times for the consumer, retail and luxury sector as it strives to have a seamless shopping experience and adapt to advancements in technology. While many retailers are closing stores and shifting to e-commerce, others are remodeling stores and using digital innovation to grow and monitor in-store experience. Businesses are increasingly using technology to gather intelligence on consumer behavior, but crucially, need to make sure they convert data into sales, by ensuring omni-channel strategies.

The explosion in online shopping has opened up markets to wholesalers and international competitors, in addition to competition from local or national retailers.

Consumers are aware of their options and go online to research products and compare prices.

To successfully compete on this global stage, companies must have robust digital strategies and strong brands.

FMCG businesses must act quickly to find leaders who thrive on digital innovation, can master data analytics and understand how it translates to consumer behavior.

Changing appetites

Food and drink brands around the world face a number of additional challenges, particularly around adapting to changing consumer preferences, such as for organic food, ethnic products and ready-to-eat options. Anticipating and embracing future trends is key if companies are to remain competitive as they come up against new and more agile players entering the market.



Selected Assignments

Consumer

Chief Operating Officer – Home Products

Chief Financial Officer – Restaurant Group

VP Merchandising & Design – Food Retail

VP Finance – Beauty Products Distributor

Chief Marketing Officer – Home Furnishings

VP, Supply Chain – Food & Fashion

Plant Director – Food & Beverages

VP, Sales – Beauty Products Distributor

Luxury

General Manager – Fashion

VP, Human Resources – Cosmetics Group

VP, Finance – Global Shoe Retailer

Chief Marketing Officer – Fashion

Director, Merchandising – Cosmetics Group

VP, Sales & Marketing – Luxury Home Furnishings

CEO, North America – Tourism

VP, Operations – Luxury Home Furnishings

Retail

Chief Operating Officer – Sports Retail

Chief Marketing Officer Restaurant Group

VP, Merchandising – Food Retail

President – Building Materials supplier

Managing Director – Food Retail

VP, Finance – Food Retail

VP, HR Automotive Components

VP, Purchasing – Restaurant Group

Director Purchasing – Food Retail

CEO – Food Retail

Director Marketing – Food Retail



Contacts

To find out how we can help to meet the senior talent needs of your organization, please contact one of our regional consumer, retail and luxury practice leaders.

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Penrhyn International is a leading global network of high-quality, independent retained executive search firms providing bespoke talent solutions.

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