



HIGH TOUCH



*From Field to Fork:*  
**THE HIGH TOUCH REPORT**

## EXECUTIVE SEARCH TO THE AGRI, FOOD AND FMCG

As a Boutique Firm,  
High Touch Offers  
Opportunities Worldwide

High Touch has successfully combined the advantages of a small-scale boutique firm with the reach and resources of an international network. This enables us to provide our clients with specialized, high-quality services on a global scale.

With an ultra-flat organizational structure, we limit our executive search services to the agri, food, and FMCG sectors—industries we know inside out. Our approach is tailored to clients in these fields who seek in-depth and strategic support for their recruitment needs.

### > AGRI, FOOD, AND FMCG SPECIALIZATION

Thanks to our small scale, we are highly flexible and able to provide a great deal of personal attention. By focusing exclusively on the agri, food, and FMCG sectors, we have developed in-depth expertise that ensures high-quality and effective service delivery. This specialization offers peace of mind to clients who require expert knowledge and decisive support.

### > SEAMLESS CONNECTIONS

We pride ourselves on our ability to identify the best candidates for our clients at lightning speed. We know our candidates personally—what motivates them, what their passions are, and where they excel. These long-standing relationships allow us to present candidates who align seamlessly with our clients' needs and requirements.

### > CUSTOMER-CENTRIC, ANYWHERE IN THE WORLD

As a boutique firm, we operate through a global network of Senior Partners. Clients work directly with these experienced professionals, eliminating unnecessary intermediaries and overhead. At High Touch, we prioritize personal, in-depth expertise and a fast, flexible response to changing circumstances.

Our senior partners are committed to understanding and exceeding our clients' expectations, continuously focusing on their needs and satisfaction. This customer-centric approach is a cornerstone of High Touch in everything we do.

### > CUSTOMIZATION THROUGH EXPERTISE

By exclusively focusing on the agri, food, and FMCG sectors, we provide unparalleled expertise as a boutique firm. We work closely with our clients, offering tailored executive search solutions. Our in-depth understanding of the industry enables us to deliver specialized advice, helping our clients quickly find the most suitable candidates. For years, our unique and effective working method has been highly appreciated by our clients.

## WE IDENTIFY BETTER CANDIDATES MORE QUICKLY

Why You Should Choose High Touch Executive Search



### Personal

We focus on developing genuine interpersonal connections, not rigid processes. We cultivate deep human connections in a relaxed, informal way.

01



### Boutique Office

At High Touch, we are deeply involved throughout the search process, approaching it with full dedication. As a result, we consistently identify better candidates more quickly.

02



### Agri, Food, and FMCG Specialization

In this market segment, we know our way around and speak the language. We possess in-depth knowledge of the market, including its trends, challenges, and the types of candidates required.

03



### Exclusive Senior Partner Network Anywhere in the World

We operate through a global network of Senior Partners. Clients work directly with these experienced professionals, eliminating unnecessary intermediaries and overhead.

04



## WE PROVIDE THE RIGHT PROFESSIONALS FOR THE JOB

Executive Search  
Interim Management  
Coaching & Assessments



### > EXECUTIVE SEARCH

We are always in touch with potential candidates, and our network has been growing for over 20 years. This means there's a high likelihood we can find the perfect candidate for you. If we need to look beyond our network, we can advertise to attract suitable candidates.

#### How and Why

In our discussions with candidates, we focus on the 'how' and 'why' questions, assessing their relevant knowledge, experience, and competencies for the challenges ahead. This approach provides us with valuable insights into their personalities. Of course, we will also conduct thorough reference checks.

#### Candidate and Company

Once we identify a suitable candidate, we present them to the requesting company. At this stage, it's crucial to facilitate the process effectively. We act as a link between the candidate and the company, serving as a sounding board to simplify the transition. This support is especially beneficial during the early stages of the collaboration.

#### Both satisfied

Our work doesn't end with the appointment of a candidate. We continue to check in regularly to ensure that both the candidate and the company remain satisfied.



- **01 Personal**  
We provide personal connections and know our candidates intimately.
- **02 Boutique**  
This enables us to offer our clients specialized, high-quality services worldwide.
- **03 Specialized**  
In agri, food and FMCG, we know our way around and speak the language.
- **04 Exclusive network**  
Clients work directly with our Senior Partners: experienced professionals in agri, food and FMCG.

## WE CONNECT YOU WITH THE RIGHT TALENT

Executive Search  
Interim Management  
Coaching & Assessments

### > INTERIM EXECUTIVE SEARCH

More and more interim workers are finding the increasing demand from clients both challenging and confusing. While there are undoubtedly more assignments available, competition remains fierce. In the short term, selecting the right candidate—especially for agrifood and FMCG professionals—has become increasingly difficult. To address this, High Touch introduces a unique interim network.

#### **Quickly and Efficiently.**

High Touch is here to support you during temporary needs for knowledge, experience, or specialized expertise. With our extensive network, we can provide the right professionals for the job—skilled individuals with experience across all areas of the food supply chain. We can connect you with the right talent quickly and efficiently.



Please contact  
Wilko Grievink  
for more information.

### > COACHING AND ASSESSMENTS

In addition to our executive search services and the recruitment of interim managers, we are also involved in the following programs.

- Assessment & Development for Executives
- Programs for Managers and Teams
- Executive Assessment
- Executive Development
- Leadership Development & Coaching



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## YOU ARE ALWAYS ASSURED OF A PERSONAL APPROACH WITH US

High Touch Executive search from person to person

High Touch offers executive search services from field-to-fork for companies in the agrifood sector seeking senior management, board-level candidates, and specialists. To achieve this, we have one clear mission: to find the ideal candidate who will make a company better, more humane, and led by driven leaders who inspire their employees. We do this with complete dedication, from searching and selecting the most suitable candidates for a specific position, to ongoing support throughout the hiring process. And our commitment never stops. That's the "Touch" in High Touch, we go the extra mile to surprise and exceed expectations. It's what makes us happy, both as professionals and as human beings. That's the "High" in High Touch.



### > FACE-TO-FACE CONTACT

The more advanced technology becomes, the greater the need for an empathetic approach, one that emphasizes face-to-face contact and real connection. At High Touch, we understand this better than anyone and recognize the importance of balancing physical presence with the digital world. We focus on developing genuine interpersonal connections, not rigid processes. We cultivate deep human connections in a relaxed, informal way.

### > INTERPERSONAL CONTACTS

We truly take the time to build these connections, for example, through meaningful conversations where ambitions, expectations, and ideals are discussed. We prefer to do this over lunch or dinner, as it makes every encounter with High Touch personal, reciprocal, and memorable. We ensure consistency and predictability, but always with a focus on the holistic view on a "greater good" beyond what a process alone can offer. After all, without deep relationships, we can't be the "top-of-heart" company we strive to be.

**> FASTER AND BETTER**

The business value of our personal approach is that we truly get to know people. We understand more deeply what a candidate really wants and what fits them best. For our clients, this means we are much better at identifying the candidate who is the perfect fit for their organization. As a result, we can deliver candidates faster and with greater precision. This, in turn, leads to happier people and more successful companies.

**> WE KNOW THIS WORLD LIKE THE BACK OF OUR HAND.**

At High Touch, you will always have direct contact with a professional senior network partner who has earned their stripes in agriculture, food, and FMCG. They know the key players in agrifood companies and understand their specific motivations. Our network partners are experienced, commercially savvy, independent, and decisive, working with passion and dedication for our clients. They were raised with the same values, are the soul of our boutique office, and have an in-depth understanding of what's happening in agriculture, food, and FMCG.

**> WHEN SHALL WE MEET?**

At High Touch, we all speak the “agrifood language,” which makes communication much easier between people. Our working method is effective and unique and has been highly appreciated for many years.



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**READ MORE BLOGS BY WILKO  
GRIEVINK ONLINE.**



**HIGH TOUCH**  
EXECUTIVE SEARCH FROM FIELD TO FORK

**HIGH TOUCH EXECUTIVE SEARCH IN THE AGRIFOOD BUSINESS**

## I FEEL AT HOME AT HIGH TOUCH

My ultimate challenge:  
connecting clients  
with top candidates



**David Shelton**  
Associate Partner at High Touch United Kingdom

*Please contact me  
if you want to know  
more...*



**E** [info@hightouchglobal.com](mailto:info@hightouchglobal.com)

### > SPECIALIST LEADERSHIP RECRUITMENT

Hi, how are you? I would like to introduce myself. My name is David Shelton, and I am an Associate Partner at High Touch in the United Kingdom, where I have been working for several months now. Prior to this role, I gained extensive experience in the packaging and FMCG manufacturing sectors as a recruitment professional, specializing in leadership recruitment. For me, the ultimate challenge was connecting clients with top candidates, which almost always succeeded.

### > SENIOR MANAGEMENT POSITIONS

As a production manager, I spent more than 18 years deeply immersed in the food industry—an invaluable experience that later served me well in my work as a recruiter, particularly for Senior Management positions. I am now leveraging these experiences at High Touch, recruiting professionals in the agriculture, food, and FMCG industries.

### > HIGHEST STANDARDS

My professionalism and commitment to the highest standards of service and integrity are my hallmarks. This dedication aligns perfectly with High Touch's ethos of providing exceptional service to both clients and candidates.

### > FEEL AT HOME

As an Associate Partner, I feel at home at High Touch, and I am confident that my experience and commitment will enable me to make a valuable contribution to the success of our clients and High Touch Executive Search. I live just outside Manchester with my wife and son. In my spare time, I enjoy spending quality time with my family, indulging in my passion for movies, and honing my golf skills.



## WE ARE ACTIVE WORLDWIDE IN AGRI, FOOD AND FMCG

High Touch will also find  
the right candidate for you



Food is scarce, and the pressure on agricultural productivity will only increase. It takes the best professionals in the industry to feed the world. However, these talents are also typically scarce. That's why more and more companies in the agri-food industry turn to High Touch to find high-level executives. After all, it's much more effective to speak with people who understand what drives you and the people in your company—people who were born and raised with the same DNA as you. You'll find them at High Touch.







*No technology beats face to face contact.  
High Touch means commitment through the entire process of matchmaking.  
And it never stops.  
That is the Touch in High Touch.*

*We love going the extra mile.  
To surprise people. Overdeliver.  
It makes us happy as a professional and as a human being.  
That is the High in High Touch.*

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