

## Management profiles

Andrew McDade, Managing Director

Andrew is an executive search professional with more than 12 years experience of recruiting at all levels from early stage career positions through to CEO. He is a specialist in establishing and developing recruitment operations in sectors under global transformation from an emerging market into a mature industry. Andrew grew operations in the Semiconductor and Microelectronics sectors before founding Acclaro.

He has utilised this knowledge and his academic background in marine resource development, environmental policy and regulation in a new direction. Andrew has pioneered and now heads Acclaro's Search and Selection services in Clean Tech / Renewable Energy and Sustainability. He is recognised as an industry leader in delivering progressive solutions to business critical, executive hiring requirements.

Sital Joshi, Director, Consulting Services

Sital's background in consulting comes from public sector procurement and community PFI schemes where he improved commercial viability to highly transparent and regulated projects. He has recently specialised in the design and implementation of CSR programmes and commercial negotiation for community collaboration schemes.

Since founding Acclaro, Sital's responsibilities have also included the development of new recruitment operations in the ethical investment, Socially Responsible Investment (SRI) and renewable energy sectors. He has also initiated Acclaro's commercial fundraising services for Not-for-Profit organisations (NPOs) focused on social and financial inclusion.

Sunil Shah, Director, HR Support Services

Sunil is a leading light in CSR consulting with exceptional strength in sustainability, environmental controls, facilities management and the built environment. He is widely recognised as one of the foremost authors in Sustainability and is also a panellist on a number of inter-governmental committees.