

Of Record

EXECUTIVE SEARCH, ON THE RECORD

REF · sample · brief 0a4e2bb3

TYPE · Search report

DATE · 4 October 2026

SEARCH REPORT

Chief Financial Officer Ranked shortlist

14 people, each with a full profile and the evidence behind it, ranked against 6 requirements the client confirmed.

SUMMARY · KEY FINDINGS

- ◆ **29 people found, 14 listed.** 6 fell outside the brief on title, employer or place. 23 were read in full and 22 kept.

◆ **9 of 14 are named by a second source.** The other 5 rest on one professional profile; the date each was last read is on the card.
- ◆ **0 strong and 7 good fits.** 4 of the 14 listed have a must-have with no evidence on their page.

◆ **188 of 188 quotations were found on the page.** The rest were removed before printing. No fact in this report is shown without its quotation.

14	29	23	9
PEOPLE LISTED	PEOPLE FOUND	PROFILES READ	EMPLOYERS
Each with a full profile	By the searches	In full, each with a verdict	Represented on the list

HIRING BRIEF

Chief Financial Officer

For a confidential client

LOCATION Saudi Arabia, United Arab Emirates	TITLES WANTED Finance Director, Deputy CFO, Group Controller	TITLES EXCLUDED Chief Executive Officer, Group Chief Financial Officer, Chairman
EMPLOYERS Listed company, Semi government, Private company	NEVER TO APPROACH 2 named employer(s), kept out of the search	LIST SIZE 14 people, in order of fit

WORK THAT COUNTS

- ♦ Running the finance function of an operating company

WORK THAT DOES NOT COUNT

- ♦ External audit for clients
- ♦ Tax advisory

WHAT EACH PERSON IS SCORED AGAINST

R1	Has run a finance function Strong evidence: A source naming the person as head of finance for at least three years.	MUST-HAVE
R2	Regulated-sector experience Strong evidence: The employer appears on a regulator's register of licence holders.	MUST-HAVE
R3	Has raised capital Strong evidence: A named debt or equity transaction the person is recorded as leading.	MUST-HAVE
R4	Board reporting Strong evidence: A record of the person presenting to, or sitting with, the full board.	IMPORTANT
R5	Listed-company reporting cycle Strong evidence: Finance leadership at a company with publicly listed shares or bonds.	IMPORTANT
R6	Working Arabic Strong evidence: A source in which the person writes or speaks in Arabic in a work setting.	NICE TO HAVE

Ranked by evidence against the requirements. The reading on each line is computed from quotations found on the person's stored page, not from an opinion.

#	NAME	ORGANISATION	LOCATION	ON RECORD	READING
01	Helena Markovic-Rao Finance Director PROFILE ↗	Northgate Water Authority	Riyadh, Saudi Arabia	11+ yrs	GOOD FIT
02	Yusra Halvorsen-Idowu Deputy CFO PROFILE ↗	Saffron Dunes Power	Abu Dhabi, United Arab Emirates	6+ yrs	GOOD FIT
03	Rafael Zielinski-Moyo Finance Director PROFILE ↗	Lanternfish Telecom	Dubai, United Arab Emirates	6+ yrs	GOOD FIT
04	Caspian Adeyemi-Stone Finance Director PROFILE ↗	Halcyon Desalination	Jeddah, Saudi Arabia	9+ yrs	GOOD FIT
05	Marisol Achebe-Lindholm Finance Director PROFILE ↗	Saffron Dunes Power	Abu Dhabi, United Arab Emirates	9+ yrs	GOOD FIT
06	Kofi Lindgren-Aziz Finance Director PROFILE ↗	Verdigris Airports	Sharjah, United Arab Emirates	8+ yrs	GOOD FIT
07	Tobias Ferreira-Lund Deputy CFO PROFILE ↗	Brightwater Utilities	Dubai, United Arab Emirates	5+ yrs	GOOD FIT

Ranked by evidence against the requirements. The reading on each line is computed from quotations found on the person's stored page, not from an opinion.

#	NAME	ORGANISATION	LOCATION	ON RECORD	READING
08	Soraya Lindqvist-Bey Deputy CFO PROFILE ↗	Meridian Rail Holdings	Riyadh, Saudi Arabia	4+ yrs	STRETCH
09	Cyprian Valdespino-Ito Group Controller PROFILE ↗	Verdigris Airports	Sharjah, United Arab Emirates	6+ yrs	STRETCH
10	Selim Haverford-Nakata Finance Director PROFILE ↗	Verdigris Airports	Sharjah, United Arab Emirates	12+ yrs	STRETCH
11	Idris Vantongerren Finance Director PROFILE ↗	Kestrel Petrochemicals	Jubail, Saudi Arabia	8+ yrs	UNPROVEN
12	Matthias Quereshi-Dahl Finance Director PROFILE ↗	Orrery Logistics	Dammam, Saudi Arabia	7+ yrs	UNPROVEN
13	Thaddeus Okafor-Lindh Finance Director PROFILE ↗	Meridian Rail Holdings	Riyadh, Saudi Arabia	7+ yrs	UNPROVEN
14	Amara Okonkwo-Hale Group Controller PROFILE ↗	Saffron Dunes Power	Abu Dhabi, United Arab Emirates	7+ yrs	UNPROVEN

THE READINGS

Strong fit	At least 70% of the possible points, with evidence on every must-have.
Good fit	At least half of the possible points.
Stretch	Under half. A case can be made, and the gaps are named.
Unproven	A must-have has no evidence on the page.

THE COLUMNS

On record counts the years since the earliest dated role on the person's professional record. It is not a claim about total experience.

Profile opens the public page each record was read from. The date it was last read is on the person's card.



Helena Markovic-Rao

Finance Director

Northgate Water Authority

11+

YEARS ON THE
RECORD

PROFILE ↗

RIYADH

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Helena Markovic-Rao is Finance Director at Northgate Water Authority, based in Riyadh, and has held the post since 2020. Before that, Group Controller at Meridian Rail Holdings.

ROLE-FIT ANALYSIS

GOOD FIT

Why suitable. The page shows Helena Markovic-Rao as Finance Director at Northgate Water Authority since 2020. It carries two separate lines of evidence on running a finance function, regulated-sector work and raising capital.

Why not. The page says little or nothing about reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 3 of 6 evidenced requirements; evidence on every requirement. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 6.6 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- **Finance Director**
Northgate Water Authority · Mar 2020 to present
- **Group Controller**
Meridian Rail Holdings · Jan 2015 to Feb 2020

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Northgate Water Authority since 2020, leading a team of 40.”
- “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

11+

YEARS ON THE
RECORD

6.6

YEARS IN
THIS ROLE

3 of 6

REQUIREMENTS
MET

14

QUOTATIONS
ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer on the employer's own site or a register (northgatewaterauthority.test).

14 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Northgate Water Authority since 2020, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Meets	“Northgate Water Authority holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	Meets	“Led a 400 million bond issue in 2023.” “Negotiated the group's revolving credit facility with a club of six banks.”	9 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	Partly meets	“Northgate Water Authority has bonds listed on the regional exchange.”	4 / 8
Working Arabic R6 · Nice to have	Partly meets	“Delivers the finance town halls in Arabic.”	2 / 4

HOW TO READ THIS PAGE

Exceeds

Clearly beyond what the requirement describes.

Meets

What the requirement describes, with two quotations.

Partly meets

Part of it, or in a smaller setting.

Slight

Indirect signs only.

No evidence

The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/helena-markovic-rao>
Page last read by the data provider on 20 September 2026.

Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Yusra Halvorsen-Idowu

Deputy CFO

Saffron Dunes Power

6+
YEARS ON THE
RECORD

PROFILE ↗

ABU DHABI

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Yusra Halvorsen-Idowu is Deputy CFO at Saffron Dunes Power, based in Abu Dhabi, and has held the post since 2020.

ROLE-FIT ANALYSIS

GOOD FIT

Why suitable. The page shows Yusra Halvorsen-Idowu as Deputy CFO at Saffron Dunes Power since 2020. It carries two separate lines of evidence on running a finance function, regulated-sector work and raising capital.

Why not. The page says little or nothing about reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 3 of 6 evidenced requirements; evidence on every requirement. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 6 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

■ Deputy CFO

Saffron Dunes Power · Oct 2020 to present

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Saffron Dunes Power since 2020, leading a team of 40.”
- “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting

Aldermoor University

KEY FIGURES

6+

YEARS ON THE RECORD

6

YEARS IN THIS ROLE

3 of 6

REQUIREMENTS MET

14

QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer on the employer's own site or a register (saffrondunespower.test).

14 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Yusra Halvorsen-Idowu

Deputy CFO, Saffron Dunes Power

37 / 56

POINTS ·

GOOD FIT

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Saffron Dunes Power since 2020, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Meets	“Saffron Dunes Power holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	Meets	“Led a 1200 million green bond in 2025.” “Negotiated the group's revolving credit facility with a club of six banks.”	9 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	Partly meets	“Saffron Dunes Power has bonds listed on the regional exchange.”	4 / 8
Working Arabic R6 · Nice to have	Partly meets	“Delivers the finance town halls in Arabic.”	2 / 4

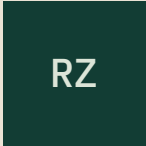
HOW TO READ THIS PAGE

Exceeds	Clearly beyond what the requirement describes.
Meets	What the requirement describes, with two quotations.
Partly meets	Part of it, or in a smaller setting.
Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/yusra-halvorsen-idowu>
Page last read by the data provider on 20 September 2026.

Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Rafael Zielinski-Moyo

Finance Director

Lanternfish Telecom

6+ YEARS ON THE RECORD

PROFILE ↗

DUBAI

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Rafael Zielinski-Moyo is Finance Director at Lanternfish Telecom, based in Dubai, and has held the post since 2020.

ROLE-FIT ANALYSIS

GOOD FIT

Why suitable. The page shows Rafael Zielinski-Moyo as Finance Director at Lanternfish Telecom since 2020. It carries two separate lines of evidence on running a finance function and regulated-sector work.

Why not. The page says little or nothing about raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 2 of 5 evidenced requirements; no evidence on 1. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 6.3 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

■ Finance Director

Lanternfish Telecom · Jul 2020 to present

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Lanternfish Telecom since 2020, leading a team of 40.”
- “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

6+

YEARS ON THE RECORD

6.3

YEARS IN THIS ROLE

2 of 6

REQUIREMENTS MET

12

QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

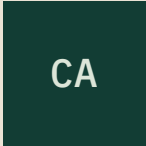
Named with this employer by a second, independent site (gulflledger.test).

12 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Lanternfish Telecom since 2020, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Meets	“Lanternfish Telecom holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	Partly meets	“Led a 400 million bond issue in 2023.”	6 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	Partly meets	“Lanternfish Telecom has bonds listed on the regional exchange.”	4 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

HOW TO READ THIS PAGE	
Exceeds	Clearly beyond what the requirement describes.
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Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE
https://people-index.test/in/rafael-zielinski-moyo Page last read by the data provider on 20 September 2026.
Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Caspian Adeyemi-Stone

Finance Director

Halcyon Desalination

9+ YEARS ON THE RECORD

- PROFILE ↗
- JEDDAH
- SINGLE PROFILE
- REACHABLE: HIGH

PROFESSIONAL SUMMARY

Caspian Adeyemi-Stone is Finance Director at Halcyon Desalination, based in Jeddah, and has held the post since 2017.

ROLE-FIT ANALYSIS

GOOD FIT

Why suitable. The page shows Caspian Adeyemi-Stone as Finance Director at Halcyon Desalination since 2017. It carries two separate lines of evidence on running a finance function, regulated-sector work and raising capital.

Why not. The page says little or nothing about reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 3 of 4 evidenced requirements; no evidence on 2. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 9.4 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- Finance Director

Halcyon Desalination · May 2017 to present

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Halcyon Desalination since 2017, leading a team of 40.”
- “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

9+	YEARS ON THE RECORD
9.4	YEARS IN THIS ROLE
3 of 6	REQUIREMENTS MET
11	QUOTATIONS ON THE PAGE

IDENTITY · SINGLE PROFILE

Single-source profile, retrieved on 20 September 2026. No second site was found that names this person with this employer.

11 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Halcyon Desalination since 2017, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Meets	“Halcyon Desalination holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	Meets	“Led a 400 million bond issue in 2023.” “Negotiated the group's revolving credit facility with a club of six banks.”	9 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

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No evidence

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SOURCE

<https://people-index.test/in/caspian-adeyemi-stone>
Page last read by the data provider on 20 September 2026.

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Marisol Achebe-Lindholm

Finance Director

Saffron Dunes Power

9+ YEARS ON THE RECORD

PROFILE ↗

ABU DHABI

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Marisol Achebe-Lindholm is Finance Director at Saffron Dunes Power, based in Abu Dhabi, and has held the post since 2017.

ROLE-FIT ANALYSIS

GOOD FIT

Why suitable. The page shows Marisol Achebe-Lindholm as Finance Director at Saffron Dunes Power since 2017. It carries two separate lines of evidence on running a finance function, regulated-sector work and raising capital.

Why not. The page says little or nothing about reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 3 of 4 evidenced requirements; no evidence on 2. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 9.3 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- **Finance Director**
Saffron Dunes Power · Jul 2017 to present

FROM THE PAGE, WORD FOR WORD

- | “Head of finance for Saffron Dunes Power since 2017, leading a team of 40.”
- | “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

9+ YEARS ON THE RECORD

9.3 YEARS IN THIS ROLE

3 of 6 REQUIREMENTS MET

12 QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer by a second, independent site (gulflledger.test).

12 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Marisol Achebe-Lindholm

Finance Director, Saffron Dunes Power

31 / 56

POINTS •

GOOD FIT

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Saffron Dunes Power since 2017, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Meets	“Saffron Dunes Power holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	Meets	“Led a 400 million bond issue in 2023.” “Negotiated the group's revolving credit facility with a club of six banks.”	9 / 12
Board reporting R4 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Listed-company reporting cycle R5 · Important	Partly meets	“Saffron Dunes Power has bonds listed on the regional exchange.”	4 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

HOW TO READ THIS PAGE

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Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/marisol-achebe-lindholm>
Page last read by the data provider on 20 September 2026.

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Kofi Lindgren-Aziz

Finance Director

Verdigris Airports

8+ YEARS ON THE RECORD

PROFILE ↗

SHARJAH

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Kofi Lindgren-Aziz is Finance Director at Verdigris Airports, based in Sharjah, and has held the post since 2018.

ROLE-FIT ANALYSIS

GOOD FIT

Why suitable. The page shows Kofi Lindgren-Aziz as Finance Director at Verdigris Airports since 2018. It carries two separate lines of evidence on running a finance function and raising capital.

Why not. The page says little or nothing about regulated-sector work, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 2 of 5 evidenced requirements; no evidence on 1. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 7.9 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

■ Finance Director

Verdigris Airports · Nov 2018 to present

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Verdigris Airports since 2018, leading a team of 40.”
- “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting

Aldermoor University

KEY FIGURES

8+

YEARS ON THE RECORD

7.9

YEARS IN THIS ROLE

2 of 6

REQUIREMENTS MET

12

QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer on the employer's own site or a register (verdigrisairports.test).

12 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Kofi Lindgren-Aziz

Finance Director, Verdigris Airports

30 / 56

POINTS ·

GOOD FIT

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Verdigris Airports since 2018, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Partly meets	“Verdigris Airports holds a licence from the national utilities regulator.”	6 / 12
Has raised capital R3 · Must-have	Meets	“Led a 400 million bond issue in 2023.” “Negotiated the group's revolving credit facility with a club of six banks.”	9 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Working Arabic R6 · Nice to have	Partly meets	“Delivers the finance town halls in Arabic.”	2 / 4

HOW TO READ THIS PAGE

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No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/kofi-lindgren-aziz>
Page last read by the data provider on 20 September 2026.

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Tobias Ferreira-Lund

Deputy CFO
Brightwater Utilities

5+
YEARS ON THE
RECORD

PROFILE ↗

DUBAI

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Tobias Ferreira-Lund is Deputy CFO at Brightwater Utilities, based in Dubai, and has held the post since 2021.

ROLE-FIT ANALYSIS

GOOD FIT

Why suitable. The page shows Tobias Ferreira-Lund as Deputy CFO at Brightwater Utilities since 2021. It carries two separate lines of evidence on running a finance function and regulated-sector work.

Why not. The page says little or nothing about raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 2 of 4 evidenced requirements; no evidence on 2. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 5.3 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- Deputy CFO**
Brightwater Utilities · Jun 2021 to present

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Brightwater Utilities since 2021, leading a team of 40.”
- “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

5+ YEARS ON THE RECORD

5.3 YEARS IN THIS ROLE

2 of 6 REQUIREMENTS MET

11 QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer by a second, independent site (gulfledger.test).

11 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Brightwater Utilities since 2021, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Meets	“Brightwater Utilities holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	Partly meets	“Led a 250 million sukuk in 2024.”	6 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

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SOURCE
https://people-index.test/in/tobias-ferreira-lund Page last read by the data provider on 20 September 2026.
Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Soraya Lindqvist-Bey

Deputy CFO

Meridian Rail Holdings

4+
YEARS ON THE
RECORD

PROFILE ↗

RIYADH

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Soraya Lindqvist-Bey is Deputy CFO at Meridian Rail Holdings, based in Riyadh, and has held the post since 2022.

ROLE-FIT ANALYSIS

STRETCH

Why suitable. The page shows Soraya Lindqvist-Bey as Deputy CFO at Meridian Rail Holdings since 2022. It gives one line of evidence on the core of the role, and no more.

Why not. The page says little or nothing about running a finance function, regulated-sector work, raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 0 of 5 evidenced requirements; no evidence on 1. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 4.7 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

■ Deputy CFO

Meridian Rail Holdings · Feb 2022 to present

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Meridian Rail Holdings since 2022, leading a team of 40.”
- “Meridian Rail Holdings holds a licence from the national utilities regulator.”

ACADEMIC CREDENTIALS

BSc Accounting

Aldermoor University

KEY FIGURES

4+ YEARS ON THE RECORD

4.7 YEARS IN THIS ROLE

0 of 6 REQUIREMENTS MET

10 QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer by a second, independent site (gulflledger.test).

10 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Soraya Lindqvist-Bey

Deputy CFO, Meridian Rail Holdings

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Partly meets	“Head of finance for Meridian Rail Holdings since 2022, leading a team of 40.”	6 / 12
Regulated-sector experience R2 · Must-have	Partly meets	“Meridian Rail Holdings holds a licence from the national utilities regulator.”	6 / 12
Has raised capital R3 · Must-have	Partly meets	“Led a 400 million bond issue in 2023.”	6 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Working Arabic R6 · Nice to have	Partly meets	“Delivers the finance town halls in Arabic.”	2 / 4

HOW TO READ THIS PAGE

Exceeds	Clearly beyond what the requirement describes.
Meets	What the requirement describes, with two quotations.
Partly meets	Part of it, or in a smaller setting.
Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/soraya-lindqvist-bey>
Page last read by the data provider on 20 September 2026.

Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Cyprian Valdespino-Ito

Group Controller
Verdigris Airports

6+
YEARS ON THE
RECORD

- PROFILE ↗
- SHARJAH
- SINGLE PROFILE
- REACHABLE: HIGH

PROFESSIONAL SUMMARY

Cyprian Valdespino-Ito is Group Controller at Verdigris Airports, based in Sharjah, and has held the post since 2020.

ROLE - FIT ANALYSIS

STRETCH

Why suitable. The page shows Cyprian Valdespino-Ito as Group Controller at Verdigris Airports since 2020. It gives one line of evidence on the core of the role, and no more.

Why not. The page says little or nothing about running a finance function, regulated-sector work, raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 0 of 3 evidenced requirements; no evidence on 3. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 6.7 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- **Group Controller**
Verdigris Airports · Feb 2020 to present

FROM THE PAGE, WORD FOR WORD

- | “Head of finance for Verdigris Airports since 2020, leading a team of 40.”
- | “Verdigris Airports holds a licence from the national utilities regulator.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

6+	YEARS ON THE RECORD
6.7	YEARS IN THIS ROLE
0 of 6	REQUIREMENTS MET
7	QUOTATIONS ON THE PAGE

IDENTITY · SINGLE PROFILE

Single-source profile, retrieved on 20 September 2026. No second site was found that names this person with this employer.

7 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Cyprian Valdespino-Ito

Group Controller, Verdigris Airports

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Partly meets	“Head of finance for Verdigris Airports since 2020, leading a team of 40.”	6 / 12
Regulated-sector experience R2 · Must-have	Partly meets	“Verdigris Airports holds a licence from the national utilities regulator.”	6 / 12
Has raised capital R3 · Must-have	Partly meets	“Led a 400 million bond issue in 2023.”	6 / 12
Board reporting R4 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Listed-company reporting cycle R5 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

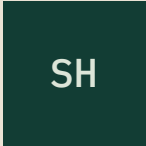
HOW TO READ THIS PAGE

Exceeds	Clearly beyond what the requirement describes.
Meets	What the requirement describes, with two quotations.
Partly meets	Part of it, or in a smaller setting.
Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/cyprian-valdespino-ito>
Page last read by the data provider on 20 September 2026.

Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Selim Haverford-Nakata

Finance Director
Verdigris Airports

12+
YEARS ON THE
RECORD

- PROFILE ↗
- SHARJAH
- SINGLE PROFILE
- REACHABLE: HIGH

PROFESSIONAL SUMMARY

Selim Haverford-Nakata is Finance Director at Verdigris Airports, based in Sharjah, and has held the post since 2021. Before that, Controller at Halcyon Desalination.

ROLE-FIT ANALYSIS

STRETCH

Why suitable. The page shows Selim Haverford-Nakata as Finance Director at Verdigris Airports since 2021. It gives one line of evidence on the core of the role, and no more.

Why not. The page says little or nothing about running a finance function, regulated-sector work, raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 0 of 3 evidenced requirements; no evidence on 3. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 5.2 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- **Finance Director**
Verdigris Airports · Aug 2021 to present
- **Controller**
Halcyon Desalination · Jan 2014 to Jul 2021

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Verdigris Airports since 2021, leading a team of 40.”
- “Verdigris Airports holds a licence from the national utilities regulator.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

- 12+

YEARS ON THE
RECORD
- 5.2

YEARS IN
THIS ROLE
- 0 of 6

REQUIREMENTS
MET
- 7

QUOTATIONS
ON THE PAGE

IDENTITY · SINGLE PROFILE

Single-source profile, retrieved on 20 September 2026. No second site was found that names this person with this employer.

7 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Selim Haverford-Nakata

Finance Director, Verdigris Airports

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Partly meets	“Head of finance for Verdigris Airports since 2021, leading a team of 40.”	6 / 12
Regulated-sector experience R2 · Must-have	Partly meets	“Verdigris Airports holds a licence from the national utilities regulator.”	6 / 12
Has raised capital R3 · Must-have	Partly meets	“Led a 400 million bond issue in 2023.”	6 / 12
Board reporting R4 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Listed-company reporting cycle R5 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

HOW TO READ THIS PAGE

Exceeds	Clearly beyond what the requirement describes.
Meets	What the requirement describes, with two quotations.
Partly meets	Part of it, or in a smaller setting.
Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/selim-haverford-nakata>
Page last read by the data provider on 20 September 2026.

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Idris Vantongerren

Finance Director
Kestrel Petrochemicals

8+
YEARS ON THE
RECORD

PROFILE ↗

JUBAIL

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Idris Vantongerren is Finance Director at Kestrel Petrochemicals, based in Jubail, and has held the post since 2018.

ROLE-FIT ANALYSISUNPROVEN

Why suitable. The page shows Idris Vantongerren as Finance Director at Kestrel Petrochemicals since 2018. It carries two separate lines of evidence on running a finance function and raising capital.

Why not. The page says little or nothing about regulated-sector work, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 2 of 5 evidenced requirements; no evidence on 1. The quotations are on the next page.

POTENTIAL TO RECRUITHIGH

- About 8.8 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

■ Finance Director
Kestrel Petrochemicals · Jan 2018 to present

FROM THE PAGE, WORD FOR WORD

“Head of finance for Kestrel Petrochemicals since 2018, leading a team of 40.”

“Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

8+YEARS ON THE RECORD

8.8YEARS IN THIS ROLE

2 of 6REQUIREMENTS MET

12QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer on the employer's own site or a register (kestrelpetrochemicals.test).

12 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Idris Vantongerren

Finance Director, Kestrel Petrochemicals

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Kestrel Petrochemicals since 2018, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	No evidence	Nothing on the page speaks to this.	0 / 12
Has raised capital R3 · Must-have	Meets	“Led a 900 million rights issue in 2022.” “Negotiated the group's revolving credit facility with a club of six banks.”	9 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	Partly meets	“Kestrel Petrochemicals has bonds listed on the regional exchange.”	4 / 8
Working Arabic R6 · Nice to have	Partly meets	“Delivers the finance town halls in Arabic.”	2 / 4

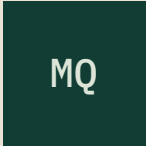
HOW TO READ THIS PAGE

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Meets	What the requirement describes, with two quotations.
Partly meets	Part of it, or in a smaller setting.
Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/idris-vantongerren>
Page last read by the data provider on 20 September 2026.

Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Matthias Quereshi-Dahl

Finance Director

Orrery Logistics

7+
YEARS ON THE
RECORD

PROFILE ↗

DAMMAM

CONFIRMED

REACHABLE: HIGH

PROFESSIONAL SUMMARY

Matthias Quereshi-Dahl is Finance Director at Orrery Logistics, based in Dammam, and has held the post since 2019.

ROLE-FIT ANALYSIS

UNPROVEN

Why suitable. The page shows Matthias Quereshi-Dahl as Finance Director at Orrery Logistics since 2019. It carries two separate lines of evidence on running a finance function.

Why not. The page says little or nothing about regulated-sector work, raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 1 of 4 evidenced requirements; no evidence on 2. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 7.6 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- **Finance Director**
Orrery Logistics · Mar 2019 to present

FROM THE PAGE, WORD FOR WORD

- | “Head of finance for Orrery Logistics since 2019, leading a team of 40.”
- | “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

7+ YEARS ON THE RECORD

7.6 YEARS IN THIS ROLE

1 of 6 REQUIREMENTS MET

10 QUOTATIONS ON THE PAGE

IDENTITY · CONFIRMED

Named with this employer by a second, independent site (gulflledger.test).

10 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Matthias Quereshi-Dahl

Finance Director, Orrery Logistics

REQUIREMENT	READING	WHAT THE PAGE SAYS, WORD FOR WORD	POINTS
Has run a finance function R1 · Must-have	Meets	“Head of finance for Orrery Logistics since 2019, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	No evidence	Nothing on the page speaks to this.	0 / 12
Has raised capital R3 · Must-have	Partly meets	“Led a 400 million bond issue in 2023.”	6 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	Partly meets	“Orrery Logistics has bonds listed on the regional exchange.”	4 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

HOW TO READ THIS PAGE

Exceeds	Clearly beyond what the requirement describes.
Meets	What the requirement describes, with two quotations.
Partly meets	Part of it, or in a smaller setting.
Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/matthias-quereshi-dahl>
Page last read by the data provider on 20 September 2026.

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TO

UNPROVEN · PROFILE 13 OF 14

Thaddeus Okafor-Lindh

Finance Director

Meridian Rail Holdings

7+

YEARS ON THE RECORD

PROFILE  RIYADH SINGLE PROFILE REACHABLE: HIGH

PROFESSIONAL SUMMARY

Thaddeus Okafor-Lindh is Finance Director at Meridian Rail Holdings, based in Riyadh, and has held the post since 2019.

ROLE-FIT ANALYSIS

UNPROVEN

Why suitable. The page shows Thaddeus Okafor-Lindh as Finance Director at Meridian Rail Holdings since 2019. It carries two separate lines of evidence on running a finance function and regulated-sector work.

Why not. The page says little or nothing about raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 2 of 3 evidenced requirements; no evidence on 3. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 6.8 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

 **Finance Director**
Meridian Rail Holdings · Dec 2019 to present

FROM THE PAGE, WORD FOR WORD

- | “Head of finance for Meridian Rail Holdings since 2019, leading a team of 40.”
- | “Owns the budget, the close and the audit relationship for the whole group.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

7+	YEARS ON THE RECORD
6.8	YEARS IN THIS ROLE
2 of 6	REQUIREMENTS MET
9	QUOTATIONS ON THE PAGE

IDENTITY · SINGLE PROFILE

Single-source profile, retrieved on 20 September 2026. No second site was found that names this person with this employer.

9 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Requirement	Reading	What the page says, word for word	Points
Has run a finance function R1 · Must-have	Meets	“Head of finance for Meridian Rail Holdings since 2019, leading a team of 40.” “Owns the budget, the close and the audit relationship for the whole group.”	9 / 12
Regulated-sector experience R2 · Must-have	Meets	“Meridian Rail Holdings holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	No evidence	Nothing on the page speaks to this.	0 / 12
Board reporting R4 · Important	Partly meets	“Presents the quarterly results to the full board.”	4 / 8
Listed-company reporting cycle R5 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

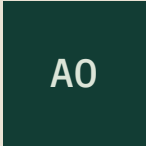
How to read this page

Exceeds	Clearly beyond what the requirement describes.
Meets	What the requirement describes, with two quotations.
Partly meets	Part of it, or in a smaller setting.
Slight	Indirect signs only.
No evidence	The page is silent. It may still be true.

Source

<https://people-index.test/in/thaddeus-okafor-lindh>
Page last read by the data provider on 20 September 2026.

Each person is read twice against the requirements and the lower reading stands. Every quotation above was found, character for character, on the stored page. Points are the weight of the requirement times the level.



Amara Okonkwo-Hale

Group Controller

Saffron Dunes Power

7+
YEARS ON THE
RECORD

- PROFILE ↗
- ABU DHABI
- SINGLE PROFILE
- REACHABLE: HIGH

PROFESSIONAL SUMMARY

Amara Okonkwo-Hale is Group Controller at Saffron Dunes Power, based in Abu Dhabi, and has held the post since 2019.

ROLE-FIT ANALYSIS

UNPROVEN

- Why suitable.** The page shows Amara Okonkwo-Hale as Group Controller at Saffron Dunes Power since 2019. It carries two separate lines of evidence on regulated-sector work.
- Why not.** The page says little or nothing about running a finance function, raising capital, reporting to a board, a listed-company reporting cycle and working Arabic. A first conversation would need to test those before anything else.

Meets 1 of 3 evidenced requirements; no evidence on 3. The quotations are on the next page.

POTENTIAL TO RECRUIT

HIGH

- About 7.1 years in the current role, long enough that a move now competes with waiting.
- Already based inside the brief's geography, so no relocation is needed.

CAREER TIMELINE

- Group Controller**
Saffron Dunes Power · Sep 2019 to present

FROM THE PAGE, WORD FOR WORD

- “Head of finance for Saffron Dunes Power since 2019, leading a team of 40.”
- “Saffron Dunes Power holds a licence from the national utilities regulator.”

ACADEMIC CREDENTIALS

BSc Accounting
Aldermoor University

KEY FIGURES

7+	YEARS ON THE RECORD
7.1	YEARS IN THIS ROLE
1 of 6	REQUIREMENTS MET
8	QUOTATIONS ON THE PAGE

IDENTITY · SINGLE PROFILE

Single-source profile, retrieved on 20 September 2026. No second site was found that names this person with this employer.

8 quotations found on the page; 0 removed because the page did not carry them. Page last read on 20 September 2026.

Requirement	Reading	What the page says, word for word	Points
Has run a finance function R1 · Must-have	Partly meets	“Head of finance for Saffron Dunes Power since 2019, leading a team of 40.”	6 / 12
Regulated-sector experience R2 · Must-have	Meets	“Saffron Dunes Power holds a licence from the national utilities regulator.” “Files the annual regulatory accounts with the regulator each March.”	9 / 12
Has raised capital R3 · Must-have	No evidence	Nothing on the page speaks to this.	0 / 12
Board reporting R4 · Important	No evidence	Nothing on the page speaks to this.	0 / 8
Listed-company reporting cycle R5 · Important	Partly meets	“Saffron Dunes Power has bonds listed on the regional exchange.”	4 / 8
Working Arabic R6 · Nice to have	No evidence	Nothing on the page speaks to this.	0 / 4

HOW TO READ THIS PAGE

Exceeds

Clearly beyond what the requirement describes.

Meets

What the requirement describes, with two quotations.

Partly meets

Part of it, or in a smaller setting.

Slight

Indirect signs only.

No evidence

The page is silent. It may still be true.

SOURCE

<https://people-index.test/in/amara-okonkwo-hale>
Page last read by the data provider on 20 September 2026.

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29	23	23	22	20	14
Found by the searches	Inside the brief on title, employer and place	Read in full	Kept after reading	Evidence holds	On the list

REMOVED BEFORE READING, BY RULE	PEOPLE
Location is outside the brief	2
Current employer is on the never-approach list	1
Title is not among the wanted titles	1
Title is excluded	1
No current role on the record	1

HOW IDENTITY WAS CONFIRMED	LISTED
The employer's own site or a register	4
A second, independent site	5
One professional profile only	5

WHERE WE LOOKED	WHAT WAS NOT REACHED	SEARCHES
Saudi Arabia operating companies	Smaller cities.	13
United Arab Emirates operating companies	Smaller cities.	12

LEFT OUT, AND WHY

Bahrain and Qatar were left out: the brief names two countries only.

WHAT THE SEARCHES KEPT MEETING THAT THE BRIEF DOES NOT NAME

Titles: Head of Treasury (1).

These people were removed by the brief as confirmed. If any belong in the search, the brief can be widened and the search run again.

Of Record

How to read this report

WHAT WAS DONE

Searches were run in 2 lanes and every person they returned was recorded. Code removed those whose current title, employer or location fell outside the brief, and named the rule each time. Everyone left was read in full and either kept or turned down with a reason.

For each person kept, the title, the employer and every supporting line had to be found, word for word, on the stored page. Where they could not be, the person was removed or the line deleted.

WHAT THE WORDS MEAN

Strong, Good, Stretch describe the share of possible points. **Unproven** means a must-have has no evidence on the page: it may be true, but nothing here shows it.

Potential to recruit describes the person's situation from dated facts on the record. It says nothing about their quality.

WHAT THIS REPORT DOES NOT ESTABLISH

The profiles come from a data provider's copy of public professional pages. A page can be out of date; the date each was last read is printed with each person.

“One professional profile only” means no second site was found that names the person with the employer. It is not a finding against the person.

Nobody on this list has been contacted, and nobody has said they are open to a move.

Gender, age, nationality and photographs were not collected and played no part in any score.

188 / 188

6 / 6

4 October 2026

quotations offered by the readers that planted false records rejected in this sample · brief 0a4e2bb3
were found on the page run