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PAUL HERRICK

Arco Irish



Paul Herrick had been in Madrid for more than 20 years when he decided in 2020 to move back to Ireland to grow his own venture – Arco Irish, an executive search business that enhances talent acquisition for fast-growing Irish SME businesses with international ambition.

With more than 30 years’ experience working in HR and talent management with large corporates and multinationals in locations as far flung as Abu Dhabi, Karachi, and Kuala Lumpur – and with postgraduate qualifications in occupational psychology – the Galway-based entrepreneur feels he is uniquely placed to support the recruitment needs of fast-growing companies.

“I started my career with ESB International as a HR Manager tasked with staffing power plants in Pakistan. I also covered areas of the Middle East and Asia. After that, I spent a couple of years in HR covering EMEA for GE Power Systems. In 2000, I went to Madrid on business trip and loved it so much that I took up a job with Amadeus, a company providing IT services to airlines,” says Paul, who established the company’s first Global Talent Management function, which gave him oversight of HR leaders and consultants across five global regions.

In 2007, he joined Burson-Marsteller,

a leading global public relations and communications firm, as Vice President of Human Resources for EMEA. He later founded the firm’s business transformation practice, which he presided over until he left the company in 2018.

A one-year remote stint with Clune Technology in Kilkenny ended following the outbreak of the Covid-19 pandemic, which led the father-of-three to take stock.

“During the pandemic, I found that the values that became more important to me were family, legacy and belonging. I’d started Arco Irish – a play on ‘arco iris’, the Spanish for ‘rainbow’ – and wanted to move home. In addition a lot of my clients were in Ireland which made the transition easier. I was taken on by Enterprise Ireland as a Business Growth Advisor on People and Management which gave me the opportunity to connect with SMEs in the Irish market. Thankfully now, I have a very healthy business. I have placed about 45 people since I have been in business and gone from strength to strength

“Having said that, we don’t want to stand still. Half of my business is in Europe. I do a lot of work also for some previous colleagues from Burson-Marsteller who have started a pan European Strategic Communications

Consulting business. That’s been fantastic, but I have an eye on building out the business more in Ireland by leveraging my network and creating new relationships here at home. Ultimately, that’s why I signed up for Back for Business.”

The 54-year-old continues: “In Madrid, I was the Vice President of the Spanish-Irish Business Network. A former member had participated in Back for Business and recommended it to me to re-integrate into the Irish business landscape. I want to connect with CEOs and individuals with big businesses that want to hire teams. You don’t get that without putting our name out there, so Back for Business has potential to be great in that respect.”

Paul’s services come highly recommended from a range of senior leaders from large global brands such as McKinsey and Bank of America to Irish SME business such as Ethos Engineering and BPI, a global Public Affairs outcomes agency for whom he placed their new President of Europe, Joanne Roberston.

“My dream would be for my sons to take an interest in the company, finish university, get some experience elsewhere first and then come on board. That would be the ideal scenario. We’ll see how it goes,” he adds.

POSITION

Founder

WHAT WE DO

Build Leadership Teams for fast growing Irish SME Business with International ambition.

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