

OUR 10 STEP SEARCH PROCESS

Your assurance

Our 10 Step Search Process is a proactive robust approach applying a smart methodology searching the entire market... none of this low-hanging fruit nonsense.

The starting point begins with a thorough briefing involving all key stakeholders to define and agree on the parameters of the search and process, including full role profile/s, person criteria, target source companies, timelines, process and your value proposition to a prospective target employee!

We apply a structured process, systematically and professionally identifying and approaching every single candidate using multiple methods, including professional headhunting, to gain as much interest in the position as possible.

And we maintain a record of work in our project management and CRM apps, we can give you access to these.

The whole process is transparent. We share with you every week our progress in a report showing industries, companies and every candidate.

If we're faced with a challenge, we will work with you to re-steer the search accordingly.

Ultimately we'll provide you with a shortlist of people who are qualified, interested and assessed.

At the end of which, you will be absolutely confident that you are making your hire from all of the talent available to you at this moment in time.



RT ROBERT TEARLE
CONSULTING

roberttearle.com | Tel :S/B + 44 207 096 8190

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Our Search process is rigorous and meticulous. The key stages are outlined below:

1 Client meeting

To discuss your requirements at a headline level, your strategic business objectives, goals and plans, what you want someone to make happen, timelines and to develop an idea of your company culture.

To agree on parameters for the search and the terms of business.

2 Briefing & ToB

All stakeholders to attend a full briefing session to fully define the competencies, responsibilities, objectives and required industry experience for this position. We will agree the timelines, scope, scale and parameters of the search including target companies, individuals and importantly the Client name Employee Value Proposition, in order to take a clear and exciting message to this talent pool.

3 Situation report

We'll document this in what we call a situation report which will contain detailed information including a company profile, an opportunity overview, role information and responsibilities, and person criteria/profile. And it will include basic details concerning ideal source industry backgrounds where appropriate company types and candidate sources.

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4 Search strategy

This stage will include a deeper analysis of the market, outlining key industry sectors, key industry niches to be explored and specific companies (hunting ground) in which Robert Tearle Consulting will source the best hire possible and document all avenues that will be exploited in order to gain access to the top talent in the marketplace.

- Determining the best hunting ground.
- Undertaking a deep analysis of the market.
- Leveraging sources of information, insights and referrals
- Most but not all of our are biased to securing industry and challenge-specific experience
- Considering vertical & horizontal backgrounds
- Identifying key industry sectors & niches that are relevant to the search.
- Parallel backgrounds.
- Identifying specific target companies (hunting ground)
- 100/200/300+ companies
- Documented

The whole process is transparent. We share with you, every week, our progress - a report. We can collect additional info and insights like salaries, benefits, bonuses, and perceptions of you in the market.

If faced with a challenge, we work with you to re-steer the search accordingly.



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5 Candidate generation

The process of identifying specific sources and potential target candidates is known as 'name generation' or 'talent mapping'. After identifying a number of high potential executives (the total addressable relevant market... often 100+), we'll begin qualifying the potential targets and identifying whether they are suitable candidates, i.e., focusing the search on the best targets.

- We cast a net over the talent pool and identify every single candidate across the geographical location who looks to have the right skill set to meet the criteria.
- We then systematically and professionally approach every single candidate using multiple methods, including direct but professional headhunting, to gain as much interest in the opportunity as possible.
- It's highly personalized and persistent, not mass messaging people.
- It's a tenacious professional approach to getting candidates on the phone. We software and persistently apply what we call a hard press, using multiple channels and multiple reach outs, not just sending out LinkedIn messages.
- We really go out of our way to sell the proposition and get people interested... in messaging, phone calls, candidate briefs to make sure we connect with the best talents who are often busy, head down and happy.

When engaging in dialogues with target candidates, we'll aim to position your opening in the best possible way without over-selling it! This will include highlighting the merits of the opening, the possibilities and explaining the challenges*.

*This is important because when someone takes up a job in which they are aware of the challenges there is no surprise, they are ready to tackle them. In contrast, if people feel they have been misled, you can lose trust day within weeks or months.

We are simultaneously looking to position the opportunity whilst making some initial assessment of their skill set/suitability and motivations/interests.



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6 Assessment

Prospective candidates will then be shortlisted on the basis of being Qualified, Interested and Assessed. This shortlist is achieved through detailed interviews that discuss the specifics of the executive job, and explore the candidates' background, competencies and interest in the role.

7 Shortlist submission

Interviewing notes will be shared with the client together with a precis of how well a candidate meets the criteria including merits and any concerns. Where appropriate Robert Tearle Consulting will make recommendations.

8 Client interviewing

We'll work with you to help with the arrangement of interviews, communication of feedback, where appropriate giving support and guidance. This is a particularly important state often requiring diplomacy, tact and a balancing act, in which it's critical for us to tune into interest levels both client and candidate side, to keep both parties interest levels warm in what can be a drawn-out process and to show respect, gratitude and courtesy in communicating offers, acceptances and rejections.

9 Offer/accept

In advance of getting to the offer stage, we will have sounded out your parameters and candidates' expectations so that we endeavour to avoid wasting your time nor theirs. Often, we'll act as a mediator in this process to ensure both parties' needs are being met.

10 Onboarding

Finally, although the search has been successfully completed, Robert Tearle Consulting will continue to maintain close ties with you and the newly hired exec to ensure both sides are happy and share any constructive feedback as appropriate.



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Timelines of a typical search

