

HIRING INTO HIGH IMPACT ROLES

We can help you

Elevate your hiring outcomes with us

About us

We're a boutique headhunting firm helping digital/tech vendors make exceptional hires into Leadership and high impact roles like Sales, Marketing, Consulting and Innovation. Since 1990, we've continually elevated our approach, jumped from one wave to another, I'm not talking about surfing, I'm talking about waves of innovation and in the last 2 years we've been predominantly focused on adding value to start-up and early stage companies.



Contingency recruitment agencies are generally sourcing from an active candidate pool.

It is one heavily populated with ad responses, CV database and candidate registrations, and generally, a low-quality one, the majority of whom being unemployed.

For standard hires, it's ok however if it's an important, high impact and urgent hire you need more than a scattergun approach, you need a structured, targeted one.

HIRING INTO HIGH IMPACT ROLES

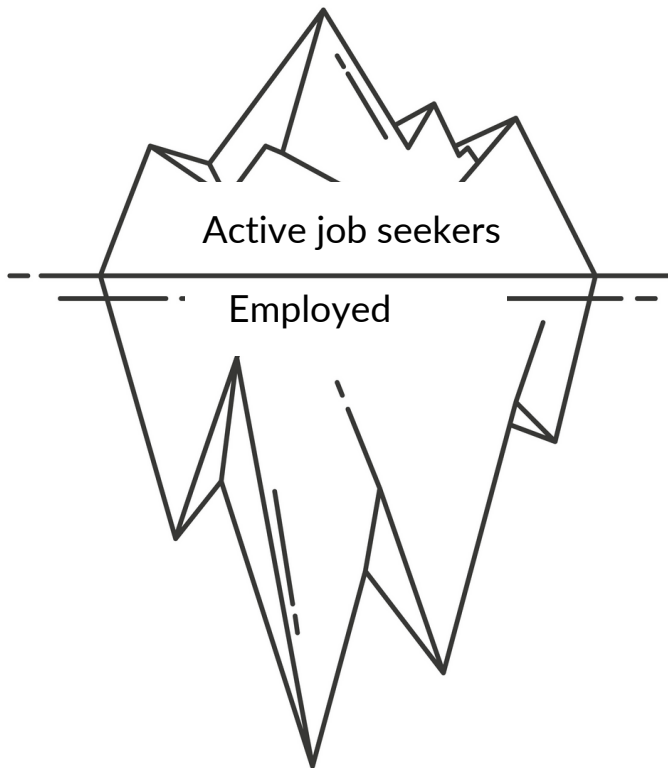
You need a robust approach

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You need to reach beyond people actively looking for jobs to include those individuals who are employed, not actively looking, and for whom conventional recruitment approaches will not reach.

If you're hiring into critical roles there is a better way than standard recruitment methods, it's called retained search and is focused on hiring prime candidates.

It's one focused on maximising your chances of making successful hires and mitigating your risk. Imagine your hires being 25-50% more successful! Retained search delivers superior outcomes.



When it's important...

AGENCY/CONTINGENCY



Standard hires

- 15-20% completion rates
- No commitment on either side
- Scattergun
- Focus on active job seekers/unemployed
- CV database/job ads
- Low-quality/variable applicant pool
- Inconsistent quality of candidates
- Immediate CVs
- Variable outcomes

RETAINED SEARCH



Senior/Specialist hires

- 90%+ completion rates
- A committed approach/paid for service
- Robust approach
- Cover total addressable market
- Pro-active search
- High-quality talent pool
- Prime candidates
- CVs in 3-4 weeks
- Successful hiring outcomes

RECENT CLIENTS INCLUDE

Cybercube (risk apps), Decibel (behavioural marketing), Digital Theatre, Drum Cussac (Risk apps), Informatica (big data) Kofax (RPA), Kooth (online mental healthcare), MentionMe (referral and loyalty apps), Sponge Learning, Sprinklr (CX), TAMR (big data), vizibl (innovation apps) and zoovu (CX).









Our track record

Positions we've recruited into include:

CEO/Managing Director, Chief Operating Officer, Chief Revenue Officer/Sales Directors, Head of Consulting, Chief Marketing Officer, Chief Growth Officer, Chief Innovation Officer, Heads of Customer Service, Heads of Professional Services, Sales Operations Director, Project Managers, Pre-Sales Consultants, Senior Sales, Solution Architects and Product Marketing.

Successful outcomes!

- Recruiting leadership teams (CEO, CRO, CMO & COO), resulting in successful turnarounds through to ultimate exit (trade sales and IPO).
- Headhunting dozens of Sales Directors who have grown businesses 10 x over.
- Hires made through us in Business Process Outsourcing have won deals in hundreds of Million and one case £Billion+ contracts.
- In SaaS, one of the candidates we headhunted won a \$200M contract for our client.
- Hundreds of hires into IBM, SAP and Salesforce, our retained search stick stay and succeed record is over 95% – this is more than 50% higher than industry norms.

 <p>1000s hires</p>	 <p>+/- 20% Ripple effect</p>
 <p>Scores scale ups</p>	 <p>Quality first</p>
 <p>Turnarounds</p>	 <p>100s top sellers</p>
 <p>95% completion rate</p>	 <p>80% stick, stay & succeed ratio</p>

SERVICES PROVIDED

Ad hoc introductions

- No commitment

Retained search

- Senior/Specialist hires
- "A" player focused with clear outcome ownership
- Applying a robust methodology
- Fees: an upfront retainer fee, and completion fee due on candidate start date.
- Typically for positions in a salary bracket £100k to £150k

Retained executive search

- For Leadership and Senior Management hires.
- These are your most important hires, where the stakes are at their highest
- Applying a robust methodology
- Fees: in 3 stages, an upfront retainer fee, a fee due on shortlist submission and a final fee on offer/accept
- Typically for positions with a base-salaries £150k and beyond.









When you work with us on a retained search basis, you'll benefit from a comprehensive approach. We essentially cast a net across the talent pool, identify and look to engage with every candidate in the geographic location who looks to have the right skills set to meet the criteria.

At the end of this robust process, you will be absolutely confident that you are making your hire from all of the talent available to you at this moment in time. Your most important hires are likely to not only be your most senior ones ("C" suite/director level) but also high impact ones such as sales, pre-sales, marketing, product innovation...

We offer retained executive search for "C" suite/director level hires and retained search for senior/specialist hires.

PS When it's confidential

No one wants to sack someone and replace them but sometimes it's got to be done. The process of finding a replacement hire without the incumbent being aware can be a tricky one however in such situations we are able to identify, develop candidate interest and qualify people without disclosing a clients name, where and when appropriate we can have candidates sign non-disclosure agreements.

1  Client meeting	2  Briefing & tob
3  Situation report	4  Search strategy
5  Candidate generation	6  Assessment
7  Shortlist submission	8  Client interviewing
9  Offer /Accept	10  On-Boarding

ELEVATE YOUR HIRING OUTCOMES

Successful recruiting into key roles isn't about the hiring stats like how many CVs you got, how many people you interviewed and the percentage hired. That's what you'd associate with volume-based hiring. When you're hiring into high impact roles, it's a different ball game! It's about what those people hired proceed to accomplish. For critical hires, you need a more robust and predictable approach. A retained headhunting one, and that's what we can offer you.

A robust approach

It begins with a full briefing session to define the search parameters and the process, including the complete role profile, competencies required, and target source industries and companies. We then cast a net across the talent pool and identify every candidate in the geographic location who looks to have the right skills set to meet the criteria. We then systematically approach every single candidate using multiple methods to gain as much interest as possible in the opportunity. You can have confidence in our robust 10 Step Search Process.

You can count on us

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.

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Contact us now

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