

Executive Search

Headhunting, Search & Selection, Attraction

- The purpose of an executive search is to identify potential candidates for senior level positions or technically challenging roles within an organisation.
- Typically, executive or retained searches tend to be for positions that pay upwards of £75,000 and often far more.
- All search assignments are undertaken by Consultants with extensive senior appointment experience and relevant market sector knowledge.
- We work closely with our clients and prospective candidates to ensure that the desired end result is achieved by ensuring prior to undertaking the search that we are fully briefed on the Organisation, position available, structure and environment.
- Each candidate is contacted in confidence to determine their interest and qualifications for a particular position; candidates are interviewed thoroughly prior to presenting them to clients to ensure the right fit for the client and the candidate.

Sourcing

Prior to undertaking the search, we first evaluate the position and make a decision to which sourcing method is most applicable. Posting vacancies on job boards or running adverts are options in the recruitment process, although usually extensive networking is required within the particular field of expertise.

Due to the complexity of executive / retained search we find it easier to explain the process on a flowchart.

