



your business

- ✓ who you are and what you do
- ✓ your culture, identity & your employer value proposition
- ✓ your current business landscape

you and your hr team

- ✓ your hr team
- ✓ your leadership style

your requirements for your role

- ✓ business objectives, key deliverables, challenges, and opportunities

the talent profile we're searching for

- ✓ their experience
- ✓ the capabilities we've agreed to prioritise
- ✓ their behaviours & approach
- ✓ growth opportunity and career trajectory (lateral development, embedding or upwards)
- ✓ breakdown of total reward (salary & benefits including flexible working)
- ✓ ideal start date

our solution alongside a project timeline sample below

Week 1		& you	Meet with you to fully understand you and your requirements.
		& you	Work with you to generate an assignment specification tailored to your needs to include agreeing on advertising on your behalf
			Evaluate and search the marketplace for appropriate candidates to include our active and passive talent pools and advertising as agreed.
			Screen initial applications and provide feedback to you regarding applications received.
Week 2			Interview appropriate candidates, develop candidate shortlists.
		& you	Prepare and present shortlisted candidate reports for your assessment.
Week 3/4		& you	Coordinate client/candidate interviews on your behalf. You conduct your interview and selection process, and we collect and provide feedback throughout
		you	You identify and select your preferred candidate
			Undertake and provide at least two reference checks.
Week 5			Negotiate offer of employment with preferred candidate on your behalf
			Debrief you on the recruitment process.
			Post Placement care (regular call cycles) with you and the successful candidate to continue to ensure mutual satisfaction.