



**REED**  
SPECIALIST  
RECRUITMENT  
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# Executive Appointments

Limited Edition People



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# About Us

## Leading businesses need superb leaders

In today's people driven economy superb leaders - those with the vision and know-how to transform businesses, exceed expectations and deliver value - are rare commodities. That's why, when you need to make a vital senior appointment, it's crucial to work with a recruitment partner who can readily create a pool of exceptional talent.

Operating as a niche team throughout the UK, our Executive Search practice enables us to source senior level professionals. We combine the advantages of a well-resourced global organisation with a dedicated, highly experienced team of consultants - who have the credibility, market knowledge and commercial judgment to consistently manage your appointment through to successful completion.

We already work with a wide range of well-known organisations and have an impressive portfolio of client testimonials that demonstrate our success. We are retained by employers for senior level appointments across functions such as Finance, HR and Technology and a host of business sectors that include:

- Financial Services
- Property
- Construction
- Engineering
- Professional Services
- Public Sector and Not-for-Profit

Our Executive Search practice is part of Reed Specialist Recruitment, the UK's leading independent specialist

recruitment, HR and IT Consulting services providers. Reed Specialist Recruitment has been providing world-class permanent, contract and temporary recruitment solutions for nearly 50 years. Qualified consultants in over 30 specialisms supply staff to businesses of all sizes, from SMEs to blue chip multinationals, from over 400 offices in the UK, Europe, Middle East and Asia-Pacific.



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MOSCOW



AUCKLAND



HONG KONG



PARIS



TORONTO



MADRID



TAIPEI



BANGKOK



ISTANBUL



# Key to Success

## Local specialists, global connections

In a globalised world, with an increasingly international mobile workforce, the right candidate may be just as likely to come from outside the UK, as from within it. Requirements for specific language skills, knowledge of an industry sector or familiarity with a particular overseas market may mean that in order to source from the widest candidate pool, an international search needs to form an integral part of the recruitment solution.

Alternatively, you may wish to make an overseas appointment yourself from the UK, seeking the best executive talent on the ground to manage an international outpost, establish your organisation in a new market or project-manage a business-critical contract.

Either way, we are able to source senior management and executive talent on a worldwide basis, calling on the powerful capacity of our global resourcing team based in UK, Ireland, Asia Pacific and the Middle East.

Our international teams work collaboratively with our UK search consultants to provide cross-border recruitment solutions. Our executive search service is further supported through Relocation Management, management of in-country interviews, language testing and verification of local

qualifications, to name a few of the additional services offered.

### **An in-depth industry understanding**

The key to our success is our highly knowledgeable consulting teams, with years of experience working with ambitious organisations - from multinational corporates to enterprising small businesses - to identify critical executive talent.

The high standards of service you can expect from Reed Specialist Recruitment's Executive Search practice are underpinned by our consultants' in-depth understanding of the specific issues and challenges that their clients face.

Our success rate in sourcing high-calibre people is evidence of our ability to use that understanding to deliver a first-class service.

### **Unrivalled connections**

From CEOs to Finance Directors, from Heads of Engineering to Project Directors, our remit covers the spectrum of boardroom, non-executive and management roles. Our extensive network of contacts and market knowledge means we are able to identify the right individuals to approach with your opportunity.

Our contacts with key industry bodies and professional institutes in the vertical markets and functional disciplines within which they operate - as well as the networking ability, detective skills and powers of persuasion of our research team - give you access to a potential candidate pool that is second to none.

From the minute our Executive Search team are secured, your appointment is in safe and highly capable hands. By that stage, we will already have undertaken a thorough assessment of your exact needs and outlined our recommended methodology and estimated timeline. We then adopt our strategic, collaborative recruitment methodology to execute the assignment on your behalf.

We also have an interim management team that specialise in providing senior managers and executives during periods of organisational restructuring, corporate re-engineering or systems implementation, as well as to oversee special projects.



# Our Methodology

## Bespoke solutions driven by specialists

Reed Specialist Recruitment's Executive Search practice is able to adopt a range of methodologies which can be tailored to provide you with a bespoke service appropriate to your needs.

On each occasion we will take a detailed brief, to ensure we understand everything about you, your organisation and how your potential hire will be expected to contribute – as well as the professional competencies, personal characteristics and leadership qualities you require. You will be guaranteed a dedicated point of contact, who, as your Project Director, will take full responsibility for the smooth running of your chosen method to recruit. Your contact will be supported by a UK (and where applicable, international) team of Executive Search specialists who play a critical role in screening applicants based on our in-depth analysis of the role.

Our assessment teams then integrate their suite of services throughout the process which may include the screening of potential peers to ensure that the benchmarking of candidates can be measured against talented individuals already working within the business.

### Network search

With an industry leading database of both active and passive candidates, Reed Specialist Recruitment are simply the best placed recruitment business to carry out a retained search on your behalf. With nearly 50 years of experience and access to the UK's largest job site, we are able to search

within our existing candidate pool and network with our secured contacts. By retaining our services we are able to provide a value-added recruitment method enabling us to provide a consultative approach to your executive level recruitment needs.

After agreeing the candidate and role profile, all the administration, sourcing, pre-screening and short-listing is managed on your behalf. This allows you to base your final decisions purely on overall ability and cultural fit.

### Executive search

Executive Search is a highly effective way of identifying and attracting the best talent for strategic requirements. This approach ensures that the pool of candidates identified include all relevant individuals for the role.

Working in partnership with our clients on a retained basis, a detailed brief is taken and research is undertaken to map out the marketplace to identify individuals with relevant skills for the role. We can then advise on potential sources of talent to target – such as key organisations in your sector and associated sectors, and the industries from which senior talent with transferable skills may be available, maximising the pool of candidates. Once identified, we approach these individuals directly and discreetly to establish their suitability and interest with a view to bringing them in for an initial confidential meeting.

Our consultants carry out in-depth, objective and inclusive interviews with all relevant parties to determine who has the required competencies and characteristics – as well as who is likely to make the best organisational and cultural fit – before presenting you with a detailed shortlist.

### Enhanced search

Our enhanced search is not only a comprehensive hybrid of the above methodologies on a retained basis; it is an opportunity for us to truly tailor our value-added services as part of the overall package. Combining the benefits of both a network and targeted, discreet search alongside a media campaign; the services of Reed Consulting can be secured to provide you with a truly bespoke service.

In all cases following the interview process, our Executive Search practice consultants manage successful applicants through the offer of employment and communicate with the selected individual throughout their notice period.

The Executive Search practice is highly flexible and understand that every project is unique. We take an honest and methodical approach to ensure our clients always receive a quality product, whether a single or project-based retained assignment. Due to our expertise we are confident of a successful outcome, regardless of your chosen campaign methodology.



# Sourcing the Best

## Engaging your future leaders

### Advertising – widening the pool

Depending on the specialist nature of the role or the scarcity of required skills (such as specific systems experience or a rare language), we might recommend a targeted advertising campaign, in the national or trade press, or online. This is particularly relevant if you're looking for people who are ready for their first step up into senior management. Occasionally, it may be appropriate to conduct a discreet, confidential search alongside this high-profile media campaign.

As part of one of the UK's largest recruiters, our in-house marketing team has strong relationships – and considerable purchasing power – with all the major publications. We can obtain substantial and favourable discounts on your behalf, while our advertising experts will draft compelling copy and, where required, produce highly creative graphic designs.

If appropriate, our dedicated online team can identify the most relevant sector-specific websites and build a creative and innovative online and email campaign around your senior level appointment.

Once your marketing campaign is in place, we will manage the response handling process, assessing candidates rigidly against pre-agreed recruitment criteria and within Reed's diversity guidelines, before beginning to meet those who could potentially make the shortlist.

### Assessment

At Reed Specialist Recruitment, we can call on the expertise and resources of over 400 of our own occupational psychologists (accredited by the British Psychological Society), as well as a team of experienced assessors. The objective insight and authoritative opinion Reed Consulting provide can be a vital support tool for both clarifying

what your ideal candidate will 'look like' and assessing those who have made it to the final shortlist against that vision.

We can advise on a range of assessment solutions, including:

- Technical job analysis & competence framework development
- Job & person specification & profile development
- Competency-driven assessment centre design & delivery
- Psychometric ability & personality testing
- Design of job simulation exercises
- Selection method evaluation

Whatever methodologies are chosen for your appointment, we will provide a comprehensive report on each candidate to support the selection decision.



# Testimonials

## Don't just take our word for it

*"We were impressed by Reed Scientific Executive Search's ability to source a very specific candidate for a Senior Pharmacologist role. The nature of the role was very complex and therefore required dedication and resourcefulness. By being proactive on our behalf and networking within the sector, Reed Scientific Executive Search were successful in securing us the ideal candidate and impressively, ahead of our schedule."*

**Chief Development Officer, Biotechnology Company**

*"Reed Finance Executive Search made sure they understood what we wanted in our new Director of Finance & Operations and then quickly set about putting in front of us a range of high-quality candidates carefully selected to meet the requirements of the role. We were particularly delighted with the pro-active and can-do approach that Reed Finance Executive Search demonstrated throughout the process and would unhesitatingly recommend Reed to companies seeking finance professionals."*

**Chief Executive, Championship Football Club**

*"Reed Procurement Executive Search have successfully facilitated the expansion of the Purchasing and Supply Management team with Head of Purchasing and Senior Purchasing Consultant appointments. Within a busy market place for senior purchasing resource Reed Procurement Executive Search has consistently found candidates of high calibre and experience. The demands of organisational change has required a high level of responsiveness. The service provided by Reed Procurement Executive Search has been delivered with enthusiasm and vigour and has created a level of expectation that has been consistently met."*

**Head of Major Projects, UK based leading Financial Services company**

*"In recruiting an Area Manager to lead our high profile city office, Reed Insurance Executive Search worked on an exclusive search basis with a brief to secure a charismatic, client focused sales leader with the ability to drive the team forward to achieve ambitious targets. We are delighted that following the consultation and preliminary interviews, 4 candidates were selected to attend a confidential assessment day in Reed Insurance Executive Search's city offices. The job offer was then managed to ensure that the successful candidate accepted the position."*

**Director of Commercial Insurances, Leading UK Insurer**

*"After meeting with a number of search consultancies to fill a pressing requirement for a Director in our Central London team, we engaged Reed Property & Construction Executive Search. Their approach was refreshing, the management of the process was meticulous and the post was filled in a time scale we were extremely happy with. We have continued to work with Reed and as well as assisting us in filling a number of jobs they have also provided us with the introduction of some potential acquisitions."*

**Senior Director, Head of London Real Estate Service Provider**



# Added Value Services

## Strengthening our relationship

There's more to Reed Specialist Recruitment's Executive Search practice than simply identifying the leaders you need. We offer a suite of support services through our specialist consulting division that can enhance your organisation's talent management capacity, and it is the quality of those services that differentiates us from other search practices.

### **Consulting Services**

We can help you examine the areas of your business upon which HR people or processes impact, auditing systems to ensure maximum return on human capital throughout The Working Lifecycle™.

### **Recruitment Process Outsourcing**

Many vital components of the HR function can be readily outsourced, increasing HR efficiencies and making significant savings. Our range of services span the entire Working Lifecycle, from evaluation of attraction and retention strategies to assessment, development and talent management and transitions support.

### **Strategic Research**

Reed Consulting's Strategic Research Practice provides a range of resourcing and HR related information that allows clients to make critical business decisions from an informed perspective.

Drawing upon public information sources and data unique to the Reed Specialist Recruitment organisation, we can provide information that will inform better decision making on such key issues as candidate attraction, pay benchmarking, retention, diversity analysis and employee surveys.

### **Screening**

With regulatory compliance high on the boardroom agenda, reassurance that the executive talent you bring on board is risk free is crucial.

As the UK's largest provider of employment screening, we can offer you a range of solutions, from basic checks to full and exacting security and financial screening.

### **Talent Management**

Reed Consulting's Assessment, Development & Talent Practice can work with you to optimise individual and organisational performance and potential and to ensure that your leaders are developing the skills and awareness necessary for your organisation to compete effectively.

### **Outplacement**

When senior or executive talent has to be let go, the experience can be smoothed with an empathetic transition consulting service. Reed Consulting's Transitions Practice can provide practical help for departing executives and support for those remaining with the organisation.

Contact us to discuss how you can benefit from our industry leading Executive Search recruitment solutions.

