

# WHY CHOOSE EXECUTIVE SEARCH?

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## Inside

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Different levels of recruitment  
service explained

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The benefits of an executive search

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Hear from a client's perspective



# INTRODUCTION

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ANDREW FITZMAURICE  
MANAGING DIRECTOR

2021 follows a very unusual year in the world of recruitment, as well as in the world generally. With stories of the economic impact of Covid, ongoing extensions of the furlough scheme and large scale redundancies, there's a widespread misconception that there's a wealth of talent out there looking for jobs right now.

We speak to candidates all day every day and, certainly in the sectors that we recruit for - food, fresh produce, horticulture, agriculture - it is still hard to attract the best people.

The recruitment market is incredibly competitive and the fight for top talent is really on. We have seen some very positive results in Q4 2020 and in Q1 2021, but companies (and recruiters!) are having to work harder than ever to source the best candidates. Confidence is returning across the candidate pools, but job security, counter offers and proactive recruitment processes are paramount.

Perhaps now is the time to consider alternative recruitment solutions? If you do what you've always done, you'll get what you've always got.

One of those options is using an executive search solution instead of working with recruiters on a contingent basis. We've created this short guide to explain exactly what that means and what the benefits are.

As always, please do get in touch with any member of the team on 01780 480530 to discuss how this might work for you.

# 3 LEVELS OF RECRUITMENT SERVICES

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## CONTINGENT

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Like most recruitment companies in our sector, our most common service operates on a no win; no fee basis. This is known as 'contingent' recruitment since our fee is contingent on us filling the role. The fee will be invoiced once the vacancy is filled with a candidate we've represented. We source candidates through our existing candidate network, advertising on job boards and our website, social media and attending sector-focused events.

## EXCLUSIVE

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For our exclusive service, the 'no win; no fee' arrangement can be the same as the contingent service. The difference is that we are appointed as the sole recruiter working on the vacancy for an agreed period of time, generally 2-4 weeks.

This exclusivity enables us to carry out a more focused search of the full candidate market and a more thorough comparison of shortlisted candidates against the requirements of the role and business. We can also allocate more internal resourcing power to the campaign.

With an exclusive arrangement, we can work on a targeted advertising campaign with your business to ensure that any advertising generates the most relevant candidates.

## EXECUTIVE SEARCH

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Our executive search service, also known as a retained or headhunt option, is the next step up and typically comes into play when we are recruiting at main board or C suite level, or perhaps when any role is very niche or highly confidential. In this scenario a portion of the projected fee is invoiced at the start of the process.

This allows us to spend time mapping your market and competitors in order to identify the best passive as well as active candidates for the role. And, again, we can also allocate yet more internal resourcing power to the campaign.

Once shortlisted we put each candidate through rigorous interviewing and psychometric testing to give you a better understanding of each candidate and help match to your team. These factors give you a much higher chance of hiring the right candidate the first time, saving you time/money further down the line.

# BENEFITS OF EXECUTIVE SEARCH

Our recruitment team will dedicate more time to mapping the market and researching potential candidates.



Ideal for vacancies that are challenging to fill - maybe you need niche experience, it's an isolated location or many other companies are searching for the same skill sets?



Exclusivity and branding job adverts with the client name leads to a much better response rate.



• Dealing with a single recruitment agency and contact is less time consuming for clients and you will have less CVs to sift through.



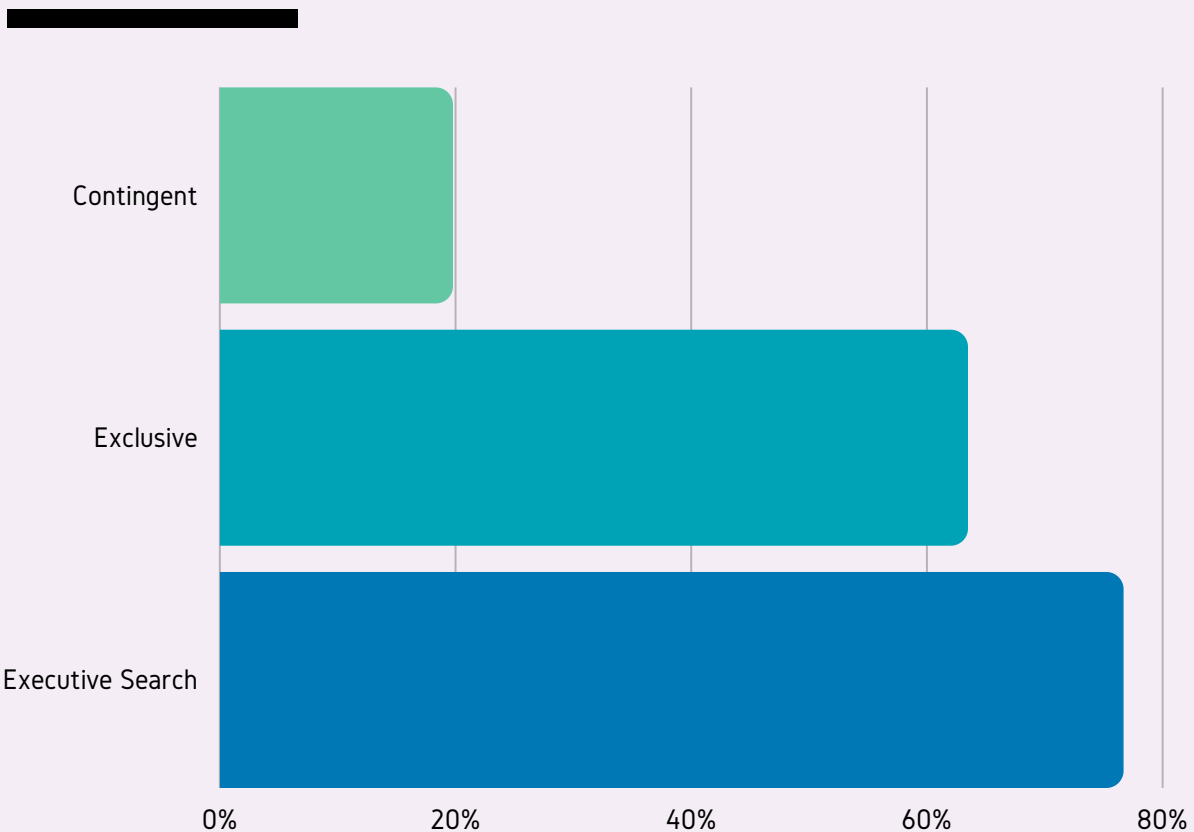
• We can use additional psychometric testing tools to help match personalities, skills and competencies to your existing team.



• You will have access to the more passive candidates in our network, which is roughly 70% of them!



## INDUSTRY AVERAGE SUCCESS RATE\*



\*based on recruitment industry figures

## EXECUTIVE SEARCH TESTIMONIALS

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"When we work with our partners at MorePeople I am always confident that we will be able to access the best talent for the role we are filling. Their knowledge of our business helps to recruit people who will match our aspirations."

**Scott Taviner, HR Director,  
Langmead Group**

"Guy Moreton came highly recommended to assist us in recruiting a Non-Executive Chair for BASIS Registration Ltd. Guy was a pleasure to work with and I was impressed by his ability to get to grips with our brief and quickly present us with nine suitable candidates. We were supported throughout the interview and appointment process and I would not hesitate to recommend MorePeople as a solution to a challenging recruitment task."

**Stephen Jacob, CEO  
BASIS Registration Ltd**

"We were delighted with the level of interest in the Society and the quality of candidates that were put forward for the role. Despite challenging times that we're living in, the whole recruitment process was managed expertly by Guy and his team. His guidance really helped us to select the most suitable candidate and we're looking forward to seeing the Society develop and grow over the coming years."

**Phil Allman, Chairman  
Hereford Cattle Society**

"Throughout the process of finding our new staff member we found MorePeople very straightforward to deal with, always helpful, very knowledgeable about our industry and the recruitment process and easy to reach when we needed assistance in a hurry."

**Catherine Dawson  
Technical Director, Melcourt**



# MEET THE TEAM

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CEO



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MANAGING DIRECTOR



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GET IN TOUCH TO FIND OUT MORE

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