

WHY CHOOSE EXECUTIVE SEARCH?

Inside

Different levels of recruitment service explained

The benefits of an executive search

Hear from a client's perspective



INTRODUCTION

2022 is set to be an extremely busy year in recruitment. MorePeople experienced its strongest year ever in 2021 and in what is already an industry with a shortage of talent, the demand and competition will be even greater this year.

We speak to candidates all day every day and, certainly in the sectors that we recruit for - food, fresh produce, horticulture, agriculture.

Most of our time is spent networking with passive candidates to ensure that we not only understand our market but we are close to the right candidates when the right roles come up.

Understanding 'fit' is absolutely paramount when it comes to making successful appointments.

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

As always, please do get in touch with any member of the team on 01780 480 530 to discuss how this might work for you.



ANDREW FITZMAURICE
CEO

3 LEVELS OF RECRUITMENT SERVICES

CONTINGENT

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

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

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.



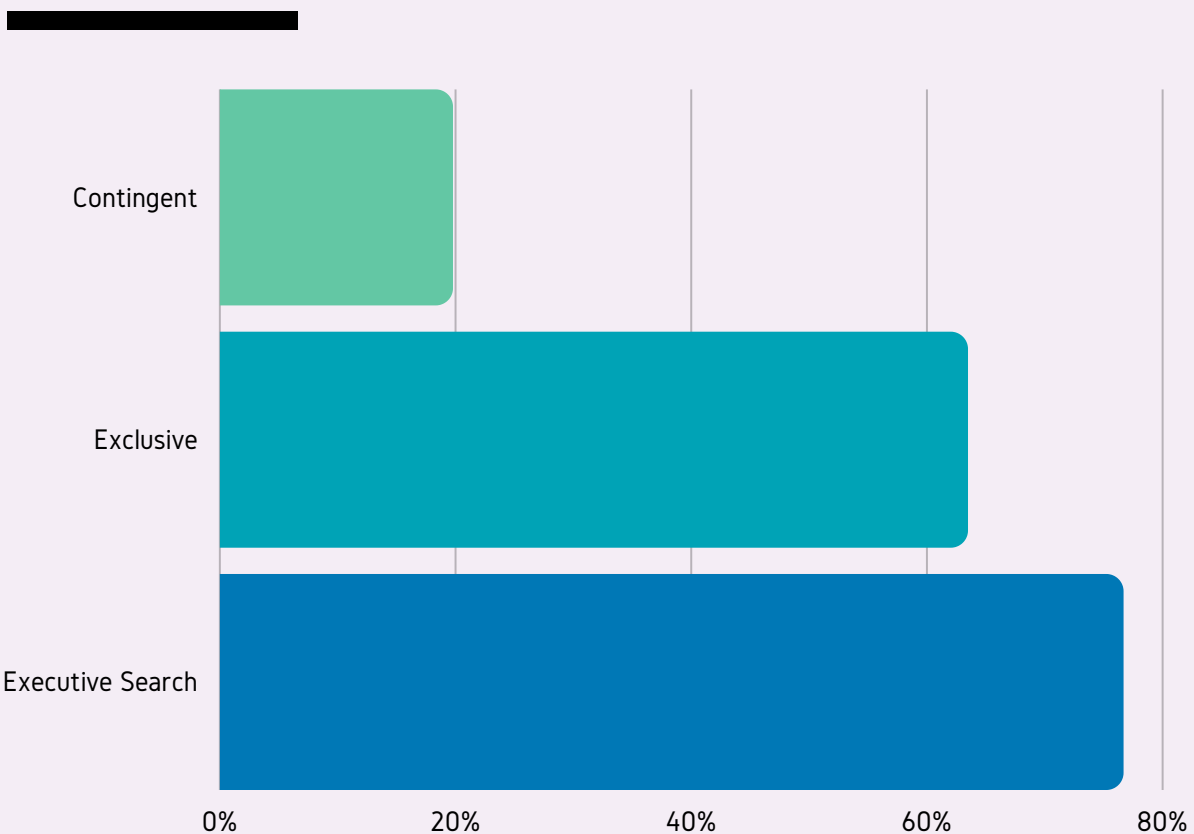
● We can use additional psychometric testing tools to help match personalities, skills and competencies to your existing team.



● 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



"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."

HR Director

"MorePeople 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



GUY MORETON
EXEC CHAIRMAN



ANDREW FITZMAURICE
CEO



RICHARD HANWELL
MANAGING DIRECTOR



LUAN HARRISON
ASSOCIATE DIRECTOR



MORTEN ANDREZEN
ASSOCIATE DIRECTOR



TOM EDMONDSON-MATTHEWS
TEAM MANAGER



WILL THOMSON
EXEC CONSULTANT



LAWRENCE RAYNER
TEAM MANAGER



SARAH WANT
TEAM MANAGER



LYCIA PITCHER
SENIOR CONSULTANT



AIDAN FINN
SENIOR CONSULTANT



TOR NEWCOMB
SENIOR CONSULTANT



TIM PARFITT
SENIOR CONSULTANT



JAKE GILBERT
SENIOR CONSULTANT



JAMES PYE
SENIOR CONSULTANT



RAE GOSS
CONSULTANT



AMY CSOKE
CONSULTANT



BEN WOODWARD
CONSULTANT



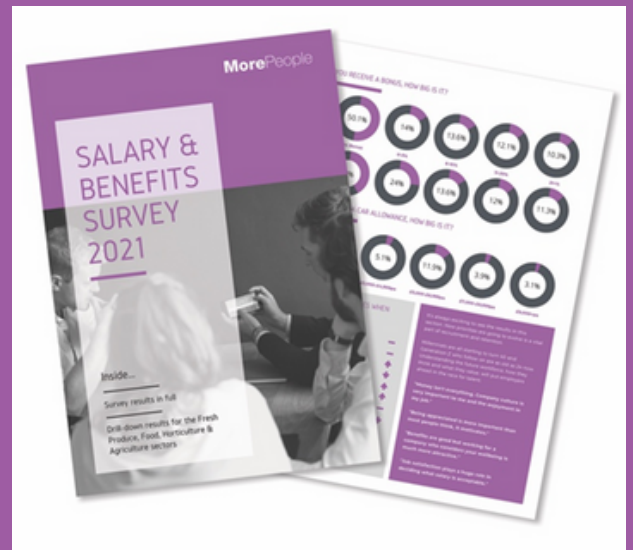
NATALIE SMITH
MARKETING MANAGER

SALARIES

Throughout the process we will advise and guide on salary information. We produce an annual report on salaries across the whole sector. We also have produced MD benchmarking surveys that you can access.

PERSONALITY PROFILE

Clarity 4d (samples can be arranged) is our recommended profiling tool but we can access others if required.



GET IN TOUCH TO FIND OUT MORE

CALL



01780 580430

EMAIL



info@morepeople.co.uk

ONLINE



www.morepeople.co.uk

SOCIALS



@morepeople



@morepeopletweet



@morepeopleinsta

