

Simple.

consulting

EXECUTIVE SEARCH FOR CLIENTS

The right appointment

THE SEARCH BLUEPRINT

Clear brief. Thorough search. The right appointment.

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01 UNDERSTAND

The business. The people.
Why this hire matters.

02 DEFINE

The role. The expectations.
What success looks like.

03 FIND

Map the market. Identify
talent.
Start conversations.

04 ASSESS

Test experience. Challenge
claims.
Establish fit.

05 APPOINT

Secure the hire. Manage the
move.
Support the start.

THE RIGHT APPOINTMENT

Five stages. One clear
purpose.

01

UNDERSTAND

Start with the business.

THE SEARCH BLUEPRINT

Before we search, we spend time with the people making the appointment. We need to understand how the business works, where it is heading and what this person needs to deliver.

WHY THIS HIRE?

Why has the vacancy arisen? Is this growth, a replacement or a change of direction? What worked before, and what needs to change?

HOW DOES THE BUSINESS WORK?

Understand the customers, revenue, priorities and pressures. Establish who makes decisions and what support the new hire will have.

WHO WILL THEY WORK WITH?

Meet the key people. Get a feel for leadership, working relationships, pace and expectations. Look beyond the stated company values.

WHAT WE LEAVE YOU WITH

A clear business need, agreed with the people making the appointment.

02

DEFINE

Agree what good looks like.

THE SEARCH BLUEPRINT

We turn that understanding into a clear brief. Everyone should know what the role owns, what the person must bring and how their performance will be judged.

SET THE REMIT

Agree responsibilities, reporting line, decision-making authority and resources. Be clear about what the person can actually influence.

SET THE STANDARD

Define the essential experience, skills and behaviours. Separate what is needed on day one from what can be developed.

MAKE THE OFFER CREDIBLE

Agree the package, location and working arrangements. Set realistic six- and twelve-month goals and give candidates a clear reason to join.

WHAT WE LEAVE YOU WITH

An agreed role brief and scorecard to guide the search and assessment.

03

FIND

Know where to look.

THE SEARCH BLUEPRINT

We map the market and approach people with relevant experience. The search reaches beyond applicants to people who may never respond to an advert.

MAP THE MARKET

Identify competitors, adjacent sectors and transferable experience. Agree target businesses and any restrictions on approaches.

USE TECHNOLOGY WITH PURPOSE

AI and search algorithms help broaden research, match relevant experience and organise findings. We check sources and review the results against the brief.

MAKE IT PERSONAL

Use direct approaches, trusted networks and referrals. Explain the opportunity honestly and explore interest, motivation and practical requirements.

WHAT WE LEAVE YOU WITH

A researched, qualified candidate pool. Technology supports the work. People make the judgements.

04

ASSESS

Get beyond the CV.

THE SEARCH BLUEPRINT

We ask what candidates have delivered, how they did it and what their own contribution was. Claims need examples, and examples need context.

TEST THE EVIDENCE

Use structured interviews to explore results, judgement and relevant expertise. Ask about difficult decisions, setbacks and lessons learned.

UNDERSTAND THE PERSON

Explore leadership, motivation and working style. Assess how they operate with the team and what they could add to it.

GIVE THE CLIENT A CLEAR VIEW

Present strengths, concerns and points to probe. Use the agreed scorecard to compare candidates and give client interviews a clear purpose.

WHAT WE LEAVE YOU WITH

A shortlist supported by evidence, with clear reasons for each recommendation.

05

APPOINT

See it
through.

THE SEARCH BLUEPRINT

An accepted offer is a milestone. We manage the move, maintain contact and help both sides prepare for a successful start.

CLOSE THE DETAIL

Complete agreed references and checks with appropriate consent. Resolve outstanding questions and confirm the terms of the offer.

MANAGE THE MOVE

Handle negotiations, resignation, notice periods and potential counteroffers. Keep expectations clear and maintain contact before the start date.

STAY INVOLVED

Agree early priorities. Check in at 30, 60 and 90 days to review progress, support and any issues against the original brief.

WHAT WE LEAVE YOU WITH

An appointment followed through from offer to early performance.