

## Higher Talent Executive Search

For senior HR and consulting roles or niche skills areas such as Reward, search is an extremely effective tool for discovering talent.

At Higher Talent we utilise our extensive network of HR executives and supplement this with targeted and specific market research, thus identifying the 'untapped' talent pool which is not actively looking and is therefore unlikely to be reached by advertising.

## Innovative Fee Structure

Search is often seen as a high-risk option due to the heavy upfront fee structures traditionally used by search firms. You can pay two-thirds of a fee with no guarantee of success and this could be over £20,000 for a £100,000 base salary role.

Higher Talent's innovative fee structure focuses on our core value of delivery. Our only up-front fees are based on consultancy rates and invoiced on a monthly basis. These fees are deliberately kept low and we never charge more than 50% of the expected placement fee. All consulting fees are deducted from our final placement fee of 30% of base salary.

The benefits to our clients are:

- No retainer or shortlist fee
- You only pay for work actually carried out
- Consulting fees are capped
- You receive a monthly activity report
- You can "turn off" the search if the recruitment is put on hold

Please note, Higher Talent Retained Clients receive special dispensations from consulting fees and special discounts on placement fees.

## What Our Clients Say

"Alison at Higher Talent took time to understand what I was looking for in the role and in the person. Short listed candidates were high calibre and I successfully filled the role despite strong competition from other bigger recruitment agencies.

I will work with Higher Talent again and strongly recommend them to anyone working in the Reward area."

***Richard Sullivan, International Reward Manager, Tesco plc***

## Our Approach to Search

Our approach to search is thorough and transparent and our clients are fully briefed every step of the way.

Our search assignments follow these stages:

- **Briefing** – We meet with the client to take a full brief on the role covering the job description, person specification and company culture. We will also discuss our approach to assessing candidates and what technical skills and competencies we will be assessing. Clients may choose to work with Higher Talent's Competency Matrix.
- **Research** – We agree a target market with the client and prepare a list of companies where we will find the right profile of candidate. We then conduct extensive research into these companies and provide the client with a list of potential candidate names. These names are verified and agreed by the client.
- **Approaching** – We headhunt the agreed list of individuals, engaging potential candidates in the opportunity and arranging to meet each relevant and interested party in person.
- **Assessment** – We assess all candidates in person and using the agreed selection criteria. We also add our assessment of their capacity, personality and cultural fit and extent of real achievement.
- **Presentation of CVs** – We present the CVs of exceptional candidates with a full report on their strengths and weakness in relation to the client's culture and role.
- **Negotiation and Administration** – We manage the interview process, confirming all appointments to both parties. We ensure clarity of information throughout the negotiation process and manage both parties' expectations so that there is the greatest chance of an offer being accepted.
- **Pre-induction** – We consider all our contact with potential candidates to be a pre-induction into your organisation. Higher Talent's high level of candidate care ensures that your company brand and reputation is represented at the highest possible level.

## What Our Candidates Say

"Alison Hughes and the team at Higher Talent managed the search, selection, and recruitment process in a timely and professional manner. Alison has a good understanding of her industry specialisation and is a trusted business partner."

**Matthew Line, Pensions & Benefits Manager, Standard Bank**