

SENIOR APPOINTMENT RECRUITMENT SERVICES

Here at Project Start, we recognise that **Senior Level Recruitment** should not be a quick fix, and we are looking to identify a new member of staff that will invest in your business for a long time.



Our team of dedicated and talented Recruitment Partners spend time getting to appreciate the needs of your organisation in detail, as we understand the significant impact this Senior-Level person will have in your business.



Our specialist team of Recruitment Partners, work hard to deliver a professional bespoke service; getting to know your business and your aspirations for the future with the new hire in mind.

Project Start's main focus is longevity and retention. We want to find the best match for both our client and candidate and one that will leave a lasting impression.

The service we offer is solely based on your individual requirements. Our Senior Appointments team offer a highly professional service and they will target specific candidates with specialist or technical skill sets.

Our vast pool of executive talent means that we can source your specific requirement, when and where you need it, in a timely manner.

We will be proactive and use multiple channels to find you the best candidate that meets your specific requirements and cultural fit for your organisation. Our focus is building long-term relationships and ensuring that our placement is the best possible fit.



THE LEVEL OF ROLES WE COVER IN OUR SENIOR APPOINTMENTS TEAM ARE:

CEO / VP
CIO/ CTO / CFO
Heads of Departments
Operations
Project & Programme Managers / Directors
Senior Consultants
Service / Technical Managers



ATTRACTION METHODS

Our candidate attraction methods are diverse and unique and we will offer the following for every hire

Advertise	Choosing the best platform to reach the right audience
Headhunt	Targeting the right skillsets and personality fit for your business
Interview	This will be in person or by video link as part of our selection process
Testing	Psychometric testing will be part of our interview process if required and will be carried out free of charge

CANDIDATE ENGAGEMENT ACTIVITIES & INTERVIEW PROCESSES

We spend time getting to know our candidates.

Our Senior Recruitment Partners conduct thorough an in-depth interview process, including an initial telephone call, several video platform calls and face to face meetings where possible. This allows us to dedicate time to ensure we truly know what the candidate is looking for within their next career move.

We ensure that all of our candidates are fully prepared and ready for their interviews.

We give them a detailed breakdown of your company structure, history and ethos allowing them to get a real insight into your business and their next role.

OTHER SERVICES

In addition to offering exclusive candidates who are committed to the process, we can provide and host a number of other services as a Senior Recruitment Partner.



CONTRACT ARRANGEMENT

We have several different options and pride ourselves on being flexible without complicating our terms of business. We work closely with our clients to create a budget that suits all parties.

Whether it is a retained partnership, a hands-on managed consultancy service, or known targeted approaches, then we have completely transparent terms of business and can accommodate all forms of engagement. Please ask for more details on our contractual options.

SALARY SURVEYS

Assessing salaries in an economic shift is key. Knowing if you have pitched your senior hire too high or too low is crucial to finding the right candidate, so why don't you ask for a salary survey from one of our Senior Recruitment Partners to help you.

INTERVIEWING

Our interview process is very thorough and covers an in-depth assessment to the candidate's matchability. However, we also partner with some of our clients and offer a professional impartial interview service once the candidate is introduced to the business.

MARKET INSIGHT

We know the job market best!

We spend a significant amount of time looking at market trends, demographics, market rates, salaries and commercial activity. If you need a market insight, then we can set time aside to analyse this for you in detail.

Please contact

our Senior Appointments team on **01454 529009** to discuss in further detail

Email: recruitment@projectstart.co.uk



Facilities Management Solutions



Technology Solutions



Industrial & Engineering Solutions



Chloe Willis

Senior Recruitment Partner

07980 811303

chloe@projectstart.co.uk



Clare Golding

Managing Director

07799 886594

clare@projectstart.co.uk



Harry Waller

Senior Recruitment Partner

07951 950290

harry@projectstart.co.uk



DON'T FORGET TO FOLLOW US ON OUR SOCIALS



LinkedIn: Project Start Recruitment
Solutions

Instagram: @projectstartrec

Facebook: Project Start Recruitment

Twitter: Project Start Recruitment
@golding_clare