

Executive Search

Here at **Project Start** we recognise that Executive 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 understand the needs of your organisation in detail, as we appreciate the significant impact this Senior-Level person will have in your business.

projectstart.co.uk



Our specialist team of **Recruitment Partners**, work hard to deliver 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 proactively use multiple channels to find you the ideal person that meets your specific requirements and cultural fit for your organisation. Our focus is building **long-term relationships** and ensuring that the candidate is the **best possible fit**.



The different executive level positions we cover (but not limited to) are:

- CEO / VP
- CIO/ CTO / CFO / CCO
- Directors
- Heads of Departments
- Interim Management
- Operational Management
- Programme Managers
- Senior Management



Recruitment Process

Our recruitment process is in depth and covers 4 main areas of decision making. We will execute each stage to the highest level and provide you with the results of the talent pool selected.

Advertise

Choosing the best platform to reach the right audience. Online / paid advertising, network approaches and events.

Headhunt

Targeting the right skillsets and personality fit for your business. Arranging confidential meetings, out of hours when needed to complete a full interview with an exclusive candidate.

Interview

This will be in person or by video link as part of the in depth interview process; *Teams, Zoom, Google Meet* or in person where possible.

We will ensure that all of our candidates are fully prepared and ready for their interview with you. We will give them a detailed breakdown of your company structure, history and ethos, allowing them to get a real insight into your business.

Testing

Psychometric testing will be part of our interview process and will be carried out as part of the service. We are able to customise the tests based on the personality, verbal reasoning and other cognitive traits that you are hoping to capture.





Other Services

In addition to offering exclusive candidates who are committed to the process, we can also provide a number of other services as your **Executive Recruitment Partner**, these are:

projectstart.co.uk

Market Insights & Bench Marking

We know what is happening in the job market at any one time! We spend a significant amount of time looking at industry trends, demographics, market rates, salaries and commercial activity. If you need a market insight or a bench marking exercise completed, then we can dedicate the time to analyse this for you in more detail.



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 please ask for a salary survey from one of our **Executive Recruitment Partners** to assist you with this requirement.

Contract Engagement

We have several different options of engagement and pride ourselves on being flexible without complicating our terms of business. We work closely with our clients to create a financial proposal that suits all parties. Whether it is a retained partnership, a hands-on managed consultancy service, or targeted approach, then we have completely transparent terms of business. Please ask for more details on our contractual options.

Please contact our Executive Search Team on 01454 529 009 to discuss in more detail.

Email recruitment@projectstart.co.uk





Chloe Willis

Senior Recruitment Partner

07908 811 303

chloe@projectstart.co.uk



Clare Golding

Managing Director

07799 886 594

clare@projectstart.co.uk



Harry Waller

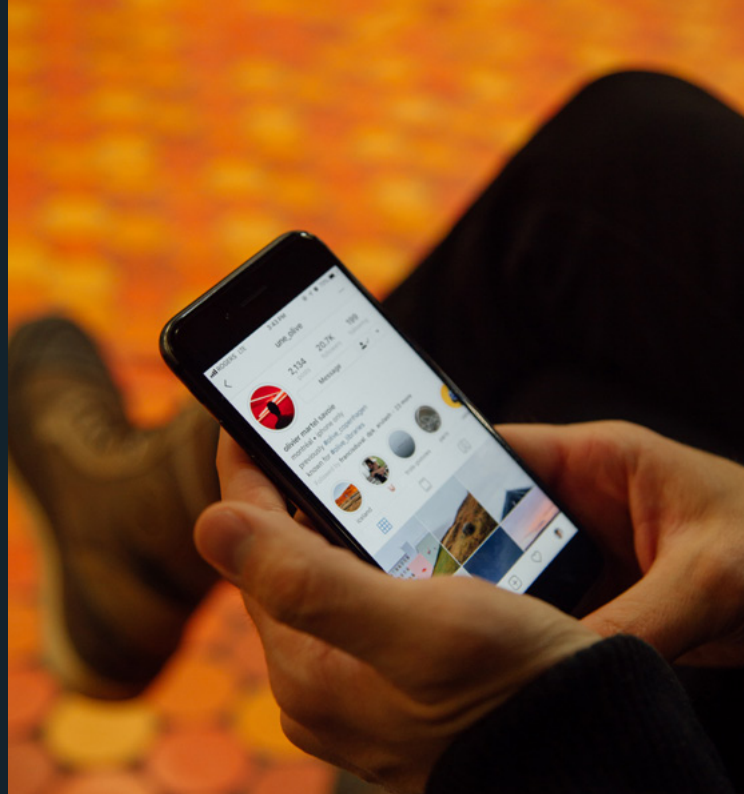
Senior Recruitment Partner

07951 950 290

harry@projectstart.co.uk



**Don't forget
to follow us
on social
media**



-  Project Start Recruitment Solutions
-  @projectstartrec
-  Project Start Recruitment
-  projectstartrec



projectstart.co.uk

