

Client Services

There are a number of ways in which Starbuck James can help organisations to appoint high quality executives to key positions.

We first gain a clear understanding of the role. We familiarise ourselves with your company's business, its strategy, challenges, culture and people, and the characteristics and skills the successful candidate should possess. We work with you to create a specification of the role and of the ideal candidate.

At this point, we agree the methodology to be used in meeting your requirements. The options available are:

- **Advertised Search and Selection**

and/or

- **Executive Search & Selection**

In addition, your chances of a successful outcome may be enhanced by using our:

- **Support Services**

Whatever methodology is utilised in order to identify and secure the best person, Starbuck James will act professionally and with complete discretion, in order to maintain client confidentiality.

Starbuck James' objective for executive search and selection is to identify the best person for the job, and then actively work on your behalf to secure that person for your company.

We think that our professionalism, market knowledge and enthusiasm make us well placed to meet your requirements... whatever they may be.

Whilst the section regarding **The Interview** is largely written from the candidate's perspective, you may find it of interest, particularly **Questions to Answer**.