

Executive Search & Selection

Whilst Advertised Search and Selection is a very effective way of attracting quality executives, an alternative methodology is Executive Search and Selection, where specific potential candidates are identified and proactively approached. Under many circumstances we recommend that an advertised campaign be supported by this service.

A Search campaign could dramatically increase the volume of potential candidates. This is critical when appointing executive staff, where the pool of qualified talent may be small.

By only advertising, you are excluding executives...

- who only read the Telegraph
- ... or the Times
- or only look at certain online job sites
- or are not actively looking for a new role
- or are away on business
- or are on holiday

We believe that the value gained by securing the best person for the job is optimised by approaching candidates who have not responded to an advertisement. Naturally this is done with extreme confidentiality.

When this route is chosen, we use a network of resources including industry and functional research, proprietary databases, company information and other online tools to identify the target market. This may include competitor companies, as well as businesses in a range of industries in which individuals with the required skills and experience exist. Starbuck James engages in a great deal of "behind the scenes" research to develop a thorough understanding of the marketplace and the type of candidates likely to fit a particular role.

We review the research and industry findings with you, along with the background and credentials of individuals from the identified pool.

Starbuck James then approaches prospective candidates in order to ascertain and develop their interest in the role. We interview the candidates, evaluating them against the agreed specification and profile of the ideal candidate. Candidates who most closely fit your requirements are presented as part of the short list (see **Advertised Search and Selection** process).